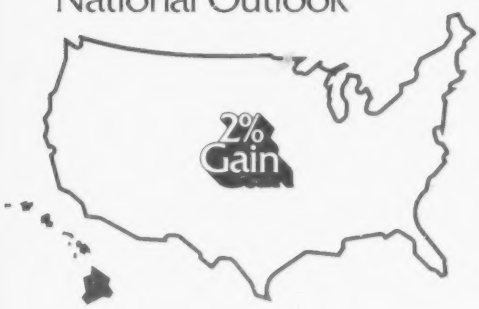
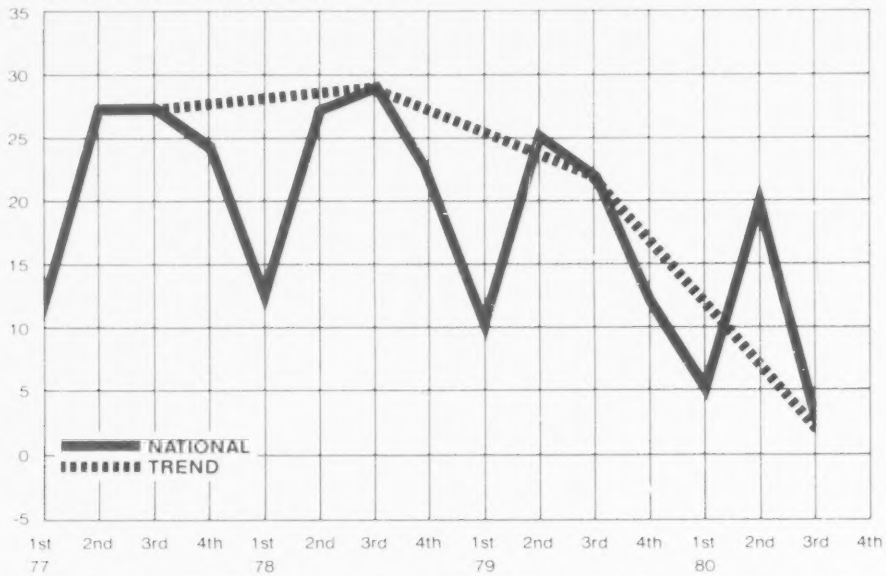
Manpower, Inc. Employment Outlook Survey

Third Quarter
July August September
1980

National Outlook



MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

A sharp decline in anticipated new hirings is projected for the third quarter, 1980, confirming a recession psychology among the nation's employers. The latest survey results indicate sharper decreases in overall employment expectations than those of the past year, when a progressive slowdown in employment opportunities was measured.

This drop in employment expectations is recorded for all regions of the country and all sectors of the non-agricultural economy. Survey results record the lowest level of anticipated increases to staff for a July through September period in the four-year history of the survey, while the number of firms planning workforce reductions is the highest reported at any time in the past four years.

The sharpest decline is registered among manufacturers of durable goods, where current expectations are significantly below those of one year ago. Here, firms planning reductions to workforces far exceed those planning additions.

A similar pattern is noted for the public administration sector.

Seasonal factors, combined with declining population groups, account for the reduced employment outlook in the education sector, which currently posts the least favorable hiring plans recorded since four years ago.

Among services and mining employers, moderate resistance to employment reductions is noted, although latest findings for these sectors remain below year-ago levels. During the past year these two sectors have shown the least decline in employment expectations.

Lackluster opportunities are recorded for both the building and wholesale/retail trades. Intentions of construction employers, with already pared crews, are counter to normal seasonal patterns and are well below previous third quarter levels. Relatively few merchants plan to strengthen staff, resulting in the lowest report of new hirings recorded for this time in four years. In both of these sectors, the percentage of firms planning reductions to staff approaches those expecting increases.

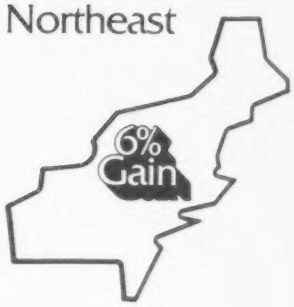
Similar results are recorded for the light manufacturing sector.

In the remaining sectors of the non-agricultural economy, finance/real estate/insurance and transportation/public utility, significantly fewer employment opportunities are projected for the third quarter than at this time in previous years.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	23	64	11	2
Construction	25	50	20	5
Manufacturing—Durable Goods	15	56	25	4
Manufacturing—Nondurable Goods	19	62	16	3
Transportation & Public Utilities	21	61	15	3
Wholesale & Retail Trade	17	65	14	4
Finance, Insurance & Real Estate	19	68	11	2
Education—Public & Private	15	56	24	5
Services	25	63	9	3
Public Administration	17	59	19	5
All Industries	19	60	17	4

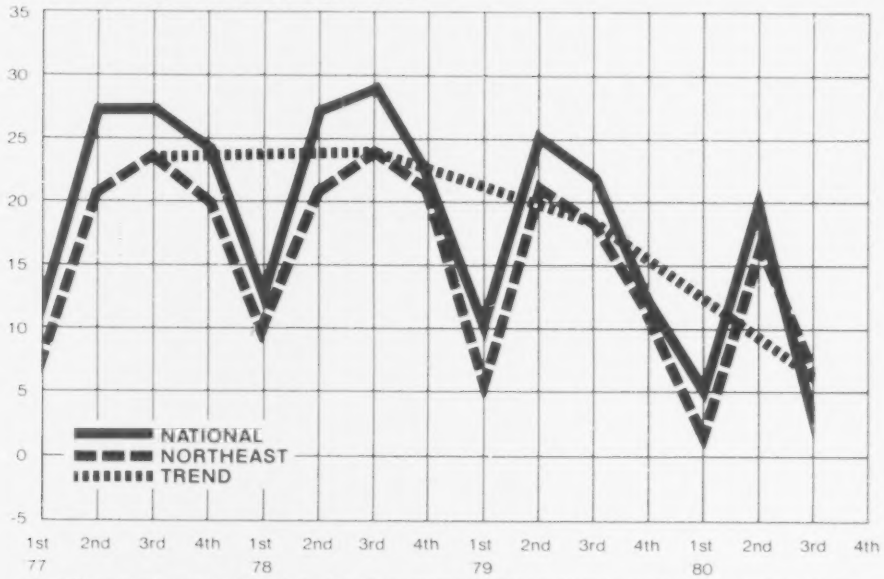
Note: These figures are not adjusted for seasonal variations.

Northeast



Connecticut
Maine
Massachusetts
New Hampshire
New Jersey
New York
Pennsylvania
Rhode Island
Vermont

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

Measurably fewer Northeast employers plan workforce additions during the coming quarter, in line with national trends, than at this time one year ago. Overall, employment expectations here exhibit relatively greater resistance to staff reductions than employer plans measured elsewhere, however.

Durable goods manufacturers planning staff reductions far outpace those expecting increases, with the number of firms posting reductions at an all-time high. This is the lowest measurement of employer expectations recorded since 1976, when the survey was redesigned to reflect these changes.

Additions to staff planned by manufacturers of non-durable goods only slightly exceed expected declines, for reduced employment opportunities here. The reported reductions in staff are the highest for this period in the last four years.

Fewer employment opportunities are expected by construction employers; a dramatic increase in reports of staff reductions over prior year levels is measured as well.

More public administration and transportation/public utility employers post plans for staff increases during the coming months than in previous third quarters. However, reductions are also planned by more employers than one year ago, offsetting the gain.

Fewer merchants plan to hire additional workers than at this time one year ago, for a slowdown in employment opportunities. A similar trend is recorded for the services sector.

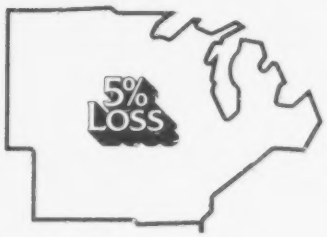
Education employers project generally stable employment levels, in line with seasonally anticipated patterns.

Expectations of finance/real estate/insurance employers are slightly below those recorded one year ago, but without a dramatic change from the twelve month trend of a hiring slowdown.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining*				
Construction	23	53	17	7
Manufacturing—Durable Goods	14	59	22	5
Manufacturing—Nondurable Goods	16	66	13	5
Transportation & Public Utilities	25	56	16	3
Wholesale & Retail Trade	19	64	12	5
Finance, Insurance & Real Estate	18	70	6	6
Education—Public & Private	13	61	17	9
Services	22	68	6	4
Public Administration	23	57	15	5
All Industries	19	63	13	5

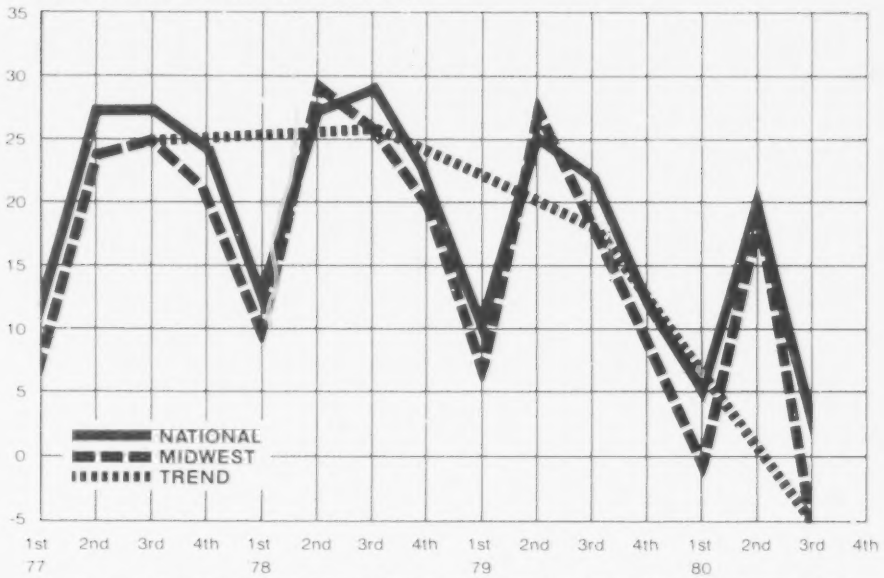
Note: These figures are not adjusted for seasonal variations.
*The size of the mining industry's responding sample does not permit a hiring trend forecast.

Midwest



Illinois
Indiana
Iowa
Kansas
Michigan
Minnesota
Missouri
Nebraska
North Dakota
Ohio
South Dakota
Wisconsin

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

The sharpest declines in employment expectations are noted for the Midwest, with the number of employers planning decreases to staff far outpacing those expecting increases. During the past year, significantly lower levels of employment opportunities have been noted for the Midwest than in other regions.

During the coming months, additions to staff are likely to occur within the services sector only, although the level of increase is considerably slowed from year-ago findings.

The greatest degree of change is projected for the durable goods manufacturing sector, heavily concentrated here. Planned reductions in staff far exceed minor reports of workforce additions, with the reductions planned by an unusually large proportion of respondents.

In the non-durable goods manufacturing sector, plans for workforce reductions exceed those of new hiring. Similar patterns exist in the wholesale/retail, transportation/public utility, construction and finance/real estate/insurance sectors. In each of these areas, latest findings are the lowest recorded at this time in the four year history of the survey.

In the public administration area, plans for reduced employment also exceed projections of new hiring, by a significant degree. During the past nine months, employment expectations in this sector have been steadily falling.

Greater than seasonal declines are projected among education employers polled, for the lowest outlook in this sector since the third quarter, 1976.

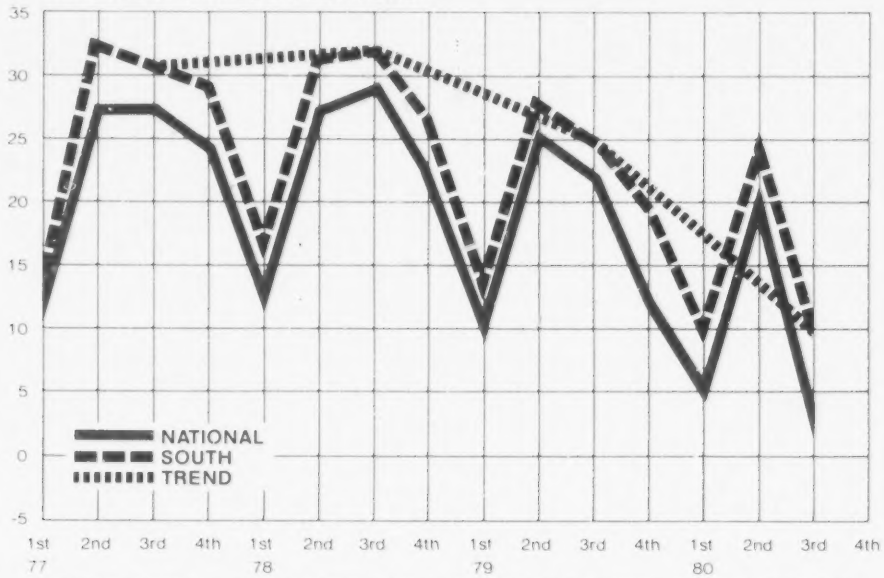
Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining*				
Construction	21	49	25	5
Manufacturing—Durable Goods	11	50	34	5
Manufacturing—Nondurable Goods	16	60	21	3
Transportation & Public Utilities	12	68	16	4
Wholesale & Retail Trade	13	69	14	4
Finance, Insurance & Real Estate	13	71	15	1
Education—Public & Private	13	55	30	2
Services	22	64	11	3
Public Administration	17	58	24	1
All Industries	15	62	20	3

Note: These figures are not adjusted for seasonal variations.

*The size of the mining industry's responding sample does not permit a hiring trend forecast.

Alabama
Arkansas
Delaware
District of Columbia
Florida
Georgia
Kentucky
Louisiana
Maryland
Mississippi
North Carolina
South Carolina
Tennessee
Texas
Virginia
West Virginia

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

The South continues to post the most optimistic employment expectations, although latest findings more closely parallel national results than in previous reports. For the third quarter, employers expect significantly fewer workforce additions, than in previous third quarters, while the number of firms anticipating declines in staffing is dramatically above prior third quarter reports.

Mining and services employers remain somewhat optimistic; new hirings in both sectors are slightly below year-ago levels, however.

Construction employers, too, are somewhat optimistic. However, the number of firms planning new hirings is at a four year low for this period, and those planning reductions in staff is the highest ever for this quarter.

Little overall change is anticipated by manufacturers of both durable and non-durable goods, with the number of firms planning workforce additions slightly exceeding those expecting reductions. In both these sectors, planned reductions to staff are at their highest levels during the past four years.

A similar pattern exists among the region's wholesale/retail merchants, seasonal factors notwithstanding.

Significantly fewer new employment opportunities are recorded for both the transportation/public utility and finance/real estate/insurance sectors than in previous third quarter measurements. Here, planned reductions to staff are sharply above prior levels. A parallel trend is also observed among public administration employers.

In the education sector, planned staff additions exceed reductions by a close margin, down from historical levels when more robust expectations have been reported.

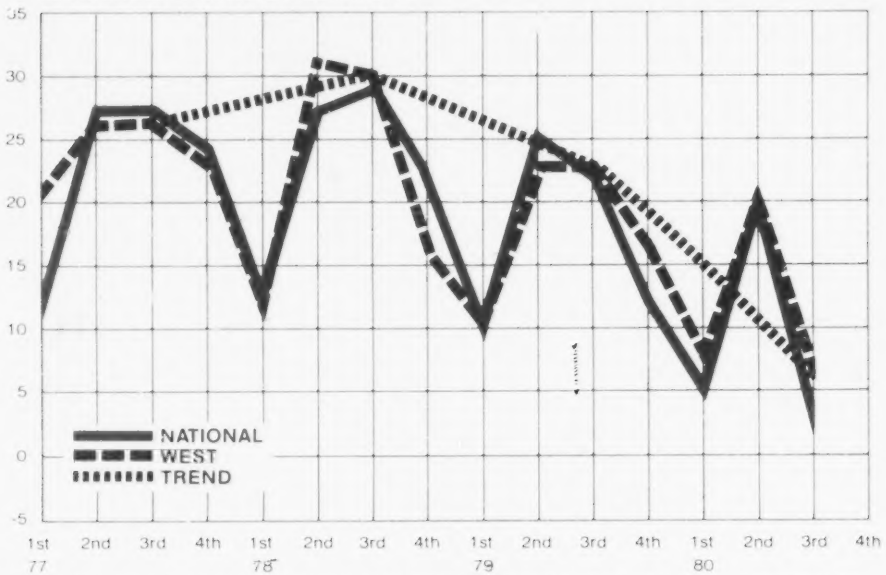
Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	32	64		4
Construction	32	48	16	4
Manufacturing—Durable Goods	22	56	19	3
Manufacturing—Nondurable Goods	21	61	16	2
Transportation & Public Utilities	22	61	13	4
Wholesale & Retail Trade	20	62	14	4
Finance, Insurance & Real Estate	24	66	10	
Education—Public & Private	22	59	17	2
Services	31	57	8	4
Public Administration	17	61	17	5
All Industries	24	59	14	3

Note: These figures are not adjusted for seasonal variations.

West

Arizona
California
Colorado
Hawaii
Idaho
Montana
Nevada
New Mexico
Oklahoma
Oregon
Utah
Washington
Wyoming

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

Employment expectations for the West are sharply below prior third quarter levels, in line with national trends. Overall, findings for this region now more closely parallel national results than at any time in the past four years.

Employers in the construction and mining sectors expecting staff reductions during the coming months more than outpace those with hiring plans, for the lowest employment outlook in these sectors recorded for this period during the past four years.

A continued slowdown in new hiring, coupled with increased reports of reduced workforces, is noted for the manufacturing and transportation/public utility sectors. This trend has been observed among the manufacturers for the past year.

Education employers project generally flat levels, in tune with seasonal factors, but with a significant softening in plans for new hiring. A generally flat outlook is also registered for the wholesale/retail trades, where firms planning additions to staff equal those expecting reductions. For the merchants, this is a significant softening from year-ago levels.

A measurable decline in employment opportunities is recorded for the public administration sector, where plans for staff additions match those of decreases. This public sector outlook is the most negative during the past two years.

The services and finance/real estate/insurance sectors continue to post relatively positive employment plans, although the number of firms, in both areas, projecting increases has eased from previous third quarter reports.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	10	70	20	
Construction	23	46	28	3
Manufacturing—Durable Goods	24	55	16	5
Manufacturing—Nondurable Goods	25	62	10	3
Transportation & Public Utilities	25	58	16	1
Wholesale & Retail Trade	19	58	19	4
Finance, Insurance & Real Estate	16	72	6	6
Education—Public & Private	8	55	27	10
Services	27	61	10	2
Public Administration	16	60	16	8
All Industries	22	58	16	4

Note: These figures are not adjusted for seasonal variations.

MANPOWER
TEMPORARY SERVICES
International Headquarters
5301 N. Ironwood Road, Milwaukee, WI 53201

The quarterly Employment Outlook Survey is conducted as a public service of Manpower, Inc. The survey was designed and is administered by Manpower's International Research Department, utilizing a statistically representative sample of approximately 8,000 large public and private employers from among ten industrial sectors in more than 250 U.S. cities.

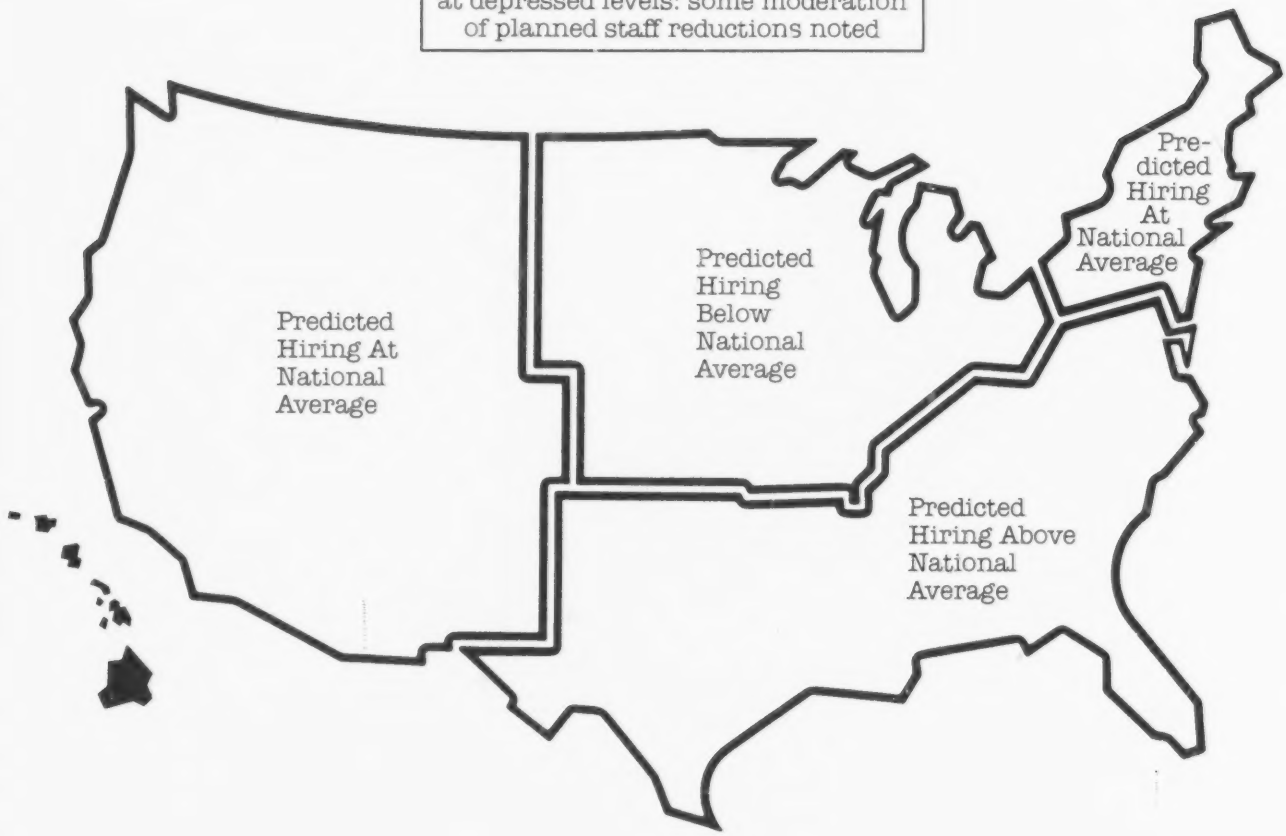
The Survey is a measurement of employment plans for the permanent workforce and is based upon telephone interviews conducted with the survey sample immediately prior to the conclusion of the preceding calendar quarter.

The Survey results reflect the intentions of the sample of employers interviewed. Some of these intentions may change unexpectedly upon the conclusion of the survey.

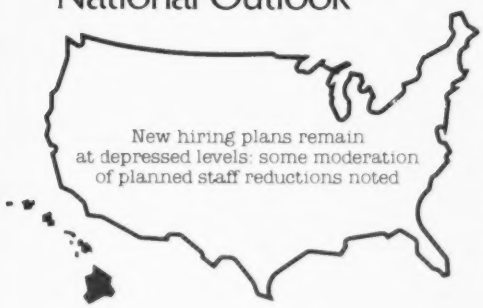
Manpower, Inc. Employment Outlook Survey

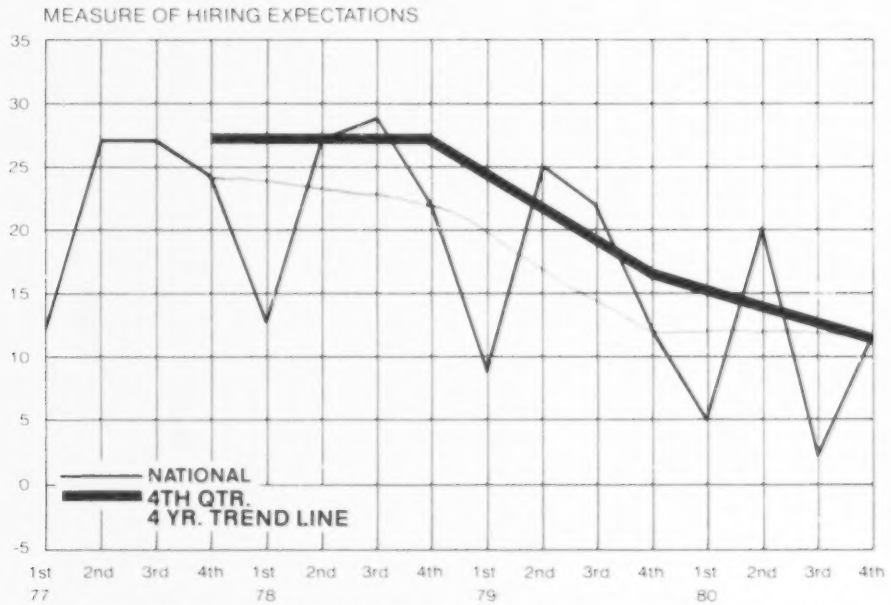
Fourth Quarter
October, November, December
1980

New hiring plans remain at depressed levels: some moderation of planned staff reductions noted


Predicted Hiring At National Average
Predicted Hiring Below National Average
Predicted Hiring At National Average
Predicted Hiring Above National Average

National Outlook





Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

Hiring plans during the fourth quarter of 1980 will remain at depressed levels. While the results reflect an improvement over last quarter's predictions, they are substantially below the fourth quarter levels of prior years.

The one bright spot in the survey is that the number of firms intending to decrease their staff reached a five-year high point last quarter. The fourth quarter 1980 figure is more promising and is the same level as indicated one year ago at the outset of the recession.

The level of those firms intending to add new employees is still below the fourth quarter of 1979. There is no clear evidence of a general upturn in hiring plans.

Durable goods manufacturing and construction firms are still the most prominent among the employment decrease predictions. Among heavy industry employers, fewer plan to add staff than reported last year at this time. Concurrently, substantially fewer firms plan to reduce staff.

Employers in the general manufacturing sector report figures that are well below last year's predictions and continue to linger at five-year low levels.

Fewer non-durable goods manufacturers plan to add staff than last quarter, but fewer plan to reduce staff.

Construction firms predicted a slightly lower hiring pace over last quarter, with figures equal to that of one year ago.

Some sharp seasonal increases are indicated, with better-than-anticipated rises reflected in the wholesale/retail sector and the services area. A substantially higher number of those employers plan to add employees than last quarter. Only a slightly higher number planned to add staff one year ago.

Services sector employees are more optimistic in their hiring plans than last year. Fewer firms plan staff increases in this quarter, but the results are slightly ahead of last year at this time.

Employers in the finance, insurance and real estate sector and those in the education sector have a slightly improved employment outlook.

Finally, transportation employers post similar figures to last quarter, but are slightly down from one year ago.

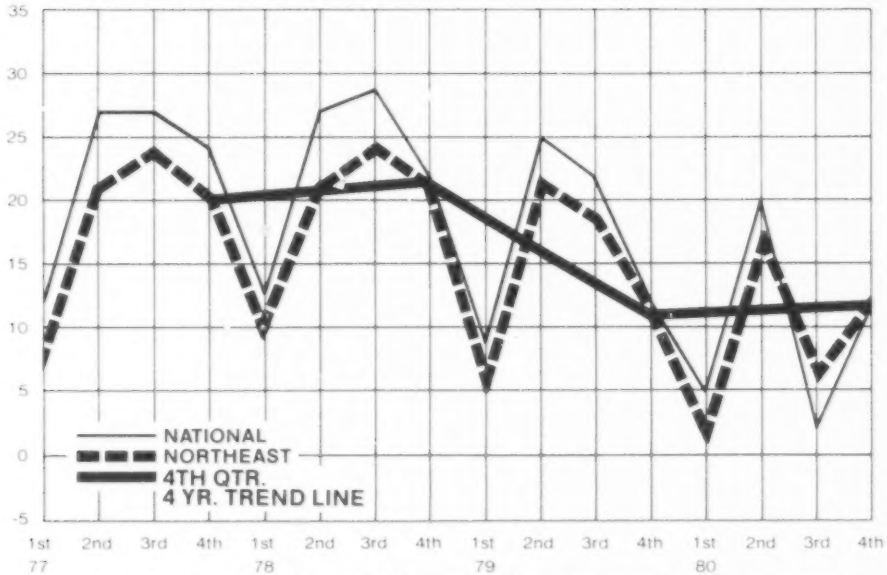
Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	35	59	3	3
Construction	19	57	19	5
Manufacturing – Durable Goods	19	62	14	5
Manufacturing – Nondurable Goods	16	68	12	4
Transportation & Public Utilities	20	62	14	4
Wholesale & Retail Trade	31	56	10	3
Finance, Insurance & Real Estate	22	69	7	2
Education – Public & Private	19	66	11	4
Services	23	66	8	3
Public Administration	14	70	12	4
All Industries	22	63	11	4

Note: These figures are not adjusted for seasonal variations.

Northeast

Connecticut
Maine
Massachusetts
New Hampshire
New Jersey
New York
Pennsylvania
Rhode Island
Vermont

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

Employment expectations in the Northeast are slightly improved over last quarter although figures reported are slightly below last year during the same quarter. Overall, employment expectations reflect national figures and exhibit relatively greater resistance to staff reductions than employer plans measured elsewhere.

Manufacturers and wholesale and retailers are decidedly more optimistic this quarter than last and reflect substantial seasonal increases in their hiring expectations. Manufacturers of durable and non-durable goods both posted higher employment expectations last year at this time, however.

The finance, insurance and real estate industry sector posts increases in hiring expectations, higher than any of the past five-year quarter figures. Reductions in staff are predicted at the same rate as the last quarter, however.

Educators are optimistic in their hiring plans. Substantially greater numbers of employees will be added over last quarter, but figures still lag behind last year at this time.

The transportation and public utilities sector show slight improvement over last quarter and substantial improvement over last year's fourth quarter figures.

The construction industry continues to show depressed hiring expectations with more employers planning to reduce staff and a substantially lower number planning to add staff in the quarter. The hiring pace is the same, however, as last year at this same time.

Additionally, the services sector also expects to hire fewer employees than in the last quarter although the number is similar to those reporting additions and reductions last year at this time.

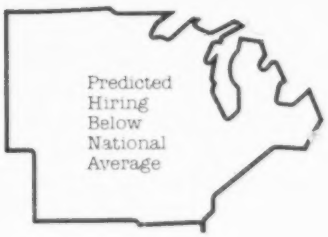
Expectations in the public administration sector are mixed with a lower number of employers planning to hire new employees, but a slightly lower number will reduce staff in the next quarter.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining*				
Construction	15	59	19	7
Manufacturing – Durable Goods	17	64	13	6
Manufacturing – Nondurable Goods	17	67	9	7
Transportation & Public Utilities	26	56	13	5
Wholesale & Retail Trade	31	53	10	6
Finance, Insurance & Real Estate	28	62	6	4
Education – Public & Private	20	66	7	7
Services	20	65	9	6
Public Administration	14	68	12	6
All Industries	21	63	10	6

Note: These figures are not adjusted for seasonal variations.

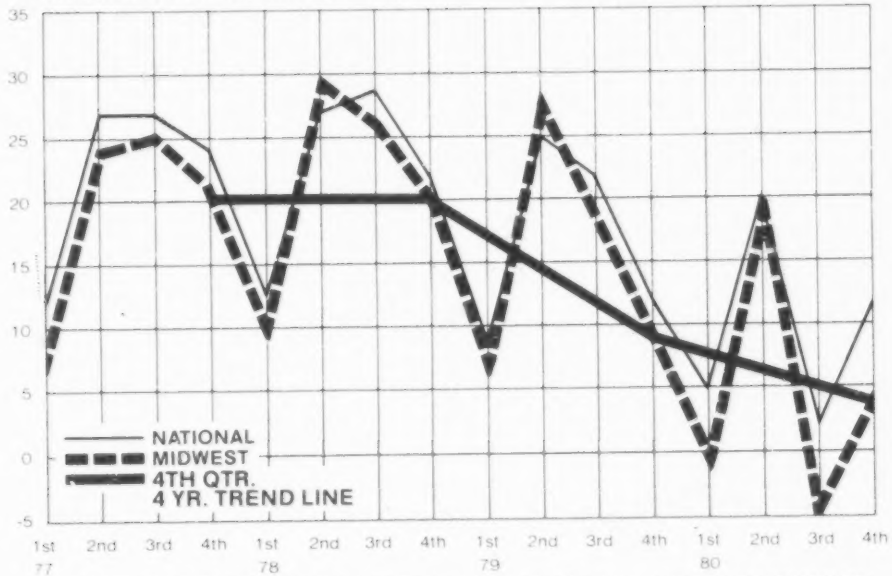
*The size of the mining industry's responding sample does not permit a hiring trend forecast.

Midwest



Illinois
Indiana
Iowa
Kansas
Michigan
Minnesota
Missouri
Nebraska
North Dakota
Ohio
South Dakota
Wisconsin

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

Regionally, the Midwest improved slightly over last quarter in its hiring expectations, but still reports figures well below last year during this same quarter.

Manufacturers of durable and non-durable goods expect a slight improvement over last quarter.

Wholesale and retail employers also post more optimistic figures, but they continue to be lower than those of fourth quarter 1979.

Finance, insurance and real estate employers expect improved hiring plans with figures even slightly higher than one year ago. Educators also are optimistic and post a jump in hiring plans over last quarter, but are still slightly behind last year's figures.

The mining industry employers polled are decidedly more optimistic this quarter than last and post even better results than last year at this time.

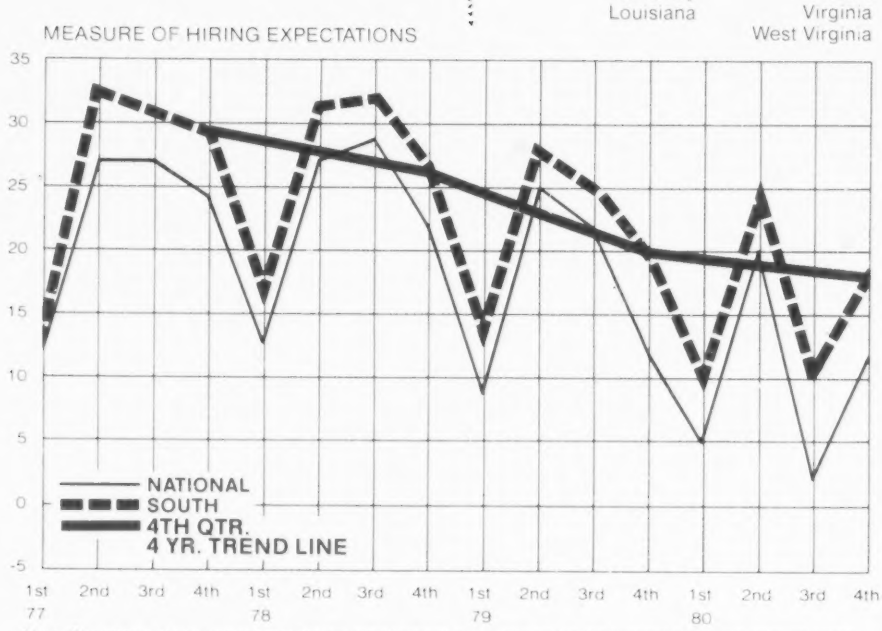
Employers in the transportation and public utilities and public administration sectors post mixed survey results. Fewer transportation firms plan to hire new employees, and slightly more expect to reduce staff. Fewer public administration firms plan to reduce staff, but plan increases at a slower rate than last quarter.

In the fourth quarter, both construction and services sectors report that fewer firms plan to hire additional employees to their staff. Slightly more construction firms expect to add staff over last year in this same quarter. Hiring for services expects to be at the same pace as last year's fourth quarter.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining*				
Construction	14	51	32	3
Manufacturing – Durable Goods	16	60	18	6
Manufacturing – Nondurable Goods	17	67	13	3
Transportation & Public Utilities	15	65	17	3
Wholesale & Retail Trade	29	58	10	3
Finance, Insurance & Real Estate	19	71	8	2
Education – Public & Private	21	64	11	4
Services	19	68	11	2
Public Administration	10	69	18	3
All Industries	19	63	15	3

Note: These figures are not adjusted for seasonal variations.
*The size of the mining industry's responding sample does not permit a hiring trend forecast.

Alabama
Arkansas
Delaware
District of Columbia
Florida
Georgia
Kentucky
Louisiana
Maryland
Mississippi
North Carolina
Oklahoma
South Carolina
Tennessee
Texas
Virginia
West Virginia



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

The South continues to post the most optimistic employment expectations, markedly ahead of those nationally.

The wholesale/retail and manufacturers of durable goods are most optimistic of all the sectors polled. A substantial increase in the number of employers planning to add staff in the fourth quarter of 1980 is expected. This hiring pace is similar to that posted one year ago.

In this quarter the mining industry is also improved with a substantially greater number of employers planning to add new employees. The hiring pace is still slightly behind last year at this same time. No mining firm reports plans to reduce staff although a few did one year ago at this time.

Construction employers expect a decline in the number of new employees hired in the fourth quarter although no new employers expect to reduce staff.

Service firms report relatively the same results as last quarter which show a slight improvement over last year's figures at this same time.

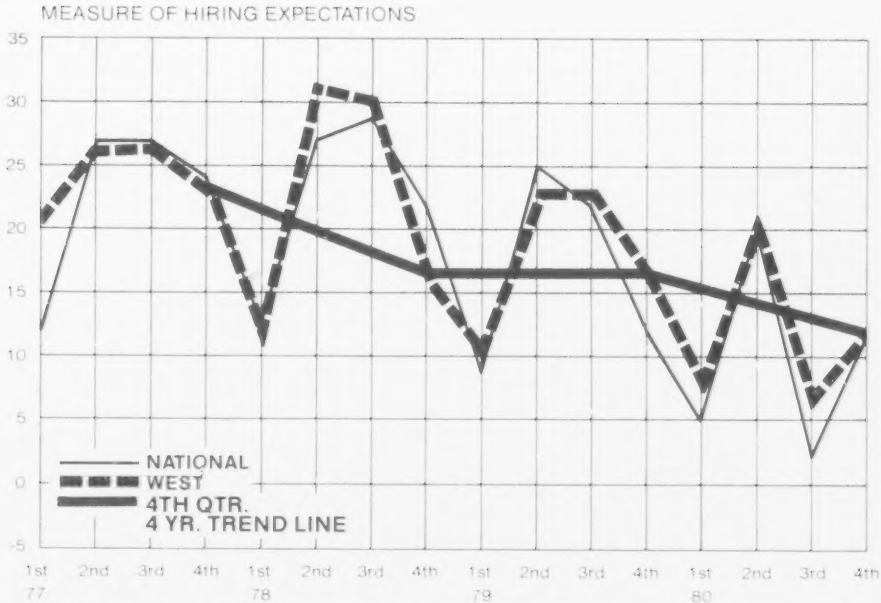
All other business sectors are mixed. In this quarter, fewer non-durable goods manufacturers will add to their present staff, but fewer will reduce their staff. The same is true for the transportation, finance, education and public administration sectors. All lag behind figures posted one year ago.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	46	54		
Construction	24	56	16	4
Manufacturing – Durable Goods	25	62	11	2
Manufacturing – Nondurable Goods	18	68	12	2
Transportation & Public Utilities	20	65	10	5
Wholesale & Retail Trade	34	55	8	3
Finance, Insurance & Real Estate	20	71	6	3
Education – Public & Private	19	66	10	5
Services	31	59	7	3
Public Administration	14	74	7	5
All Industries	26	63	8	3

Note: These figures are not adjusted for seasonal variations.

West

Arizona
California
Colorado
Hawaii
Idaho
Montana
Nevada
New Mexico
Oregon
Utah
Washington
Wyoming



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

Employers in the West reflect an improvement in their survey results over last quarter and are slightly more optimistic than the national employment outlook.

Greatest employment optimism is posted by wholesale and retail manufacturers whose figures are improved, but still lag behind those polled last year for this same quarter.

The finance, education and public administration sectors also indicate an improved employment outlook. Substantially more finance, insurance and real estate employers will hire than last quarter increasing to the level of hiring activity one year ago at this same time. Educators, too, plan a jump in staff increases but are well behind figures of last year in the same quarter. No increases in staff additions are planned for the public administration sector, although the number of employers planning to decrease staff numbers has diminished substantially since last year at this time.

Transportation and public utilities employers expect few changes this quarter and have about the same figures as last year at this time.

In the next quarter, non-durable goods manufacturers expect a drop in hiring plans, but figures are slightly ahead of the hiring pace last year at this time.

Services employers also expect a slight decline in hiring plans, but the figure is at the same level as one year ago.

Employers in the mining, construction and manufacturers of durable goods have mixed survey results. Mining companies expect to hire fewer new employees, but fewer staff will be reduced. The same is expected by construction firms. Manufacturers expect a slight increase in the number hiring new employees, but more plan to reduce staff.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining		66	17	17
Construction	20	62	12	6
Manufacturing Durable Goods	25	54	18	3
Manufacturing Nondurable Goods	15	65	15	5
Transportation & Public Utilities	24	60	15	1
Wholesale & Retail Trade	31	58	9	2
Finance, Insurance & Real Estate	29	63	7	1
Education Public & Private	18	64	17	1
Services	23	64	10	3
Public Administration	16	73	10	1
All Industries	23	62	12	3

Note: These figures are not adjusted for seasonal variations.

MANPOWER
TEMPORARY SERVICES
International Headquarters
5301 N. Ironwood Road, Milwaukee, WI 53201

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The Survey is a measurement of employment plans for the permanent workforce and is based upon telephone interviews conducted with the survey sample immediately prior to the conclusion of the preceding calendar quarter.

The Survey results reflect the intentions of the sample of employers interviewed. Some of these intentions may change unexpectedly upon the conclusion of the survey.

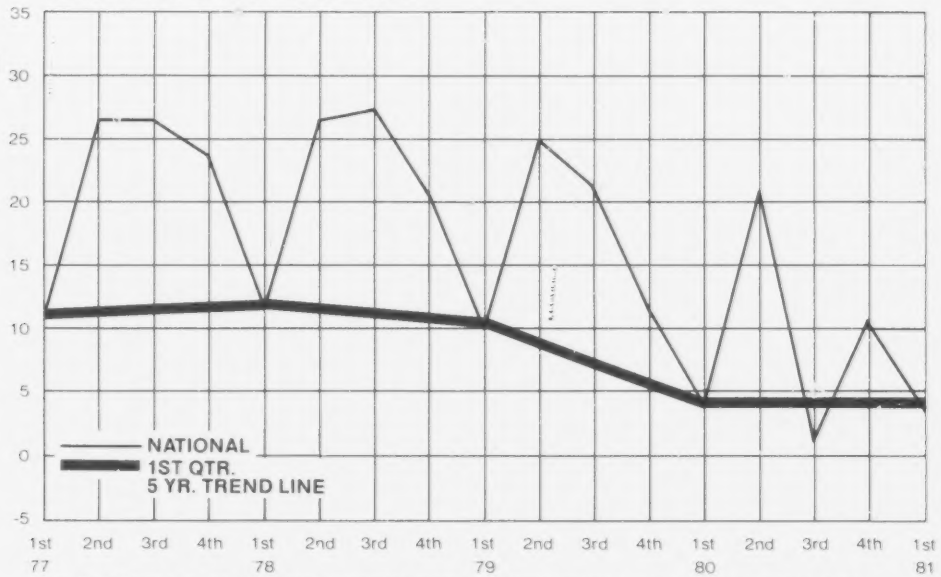
Manpower, Inc. Employment Outlook Survey

First Quarter
January, February, March
1981

New hiring plans are comparable to one year ago: several key sectors report improvement
Predicted Hiring Above National Average
Predicted Hiring Below National Average
Predicted Hiring At National Average
Predicted Hiring Above National Average

National Outlook

MEASURE OF HIRING EXPECTATIONS*



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

*The Measure of Hiring Expectations is the difference between the percentage of employers predicting staff increases and those planning to decrease hiring activity.

Nationwide, employers foresee a stable but sluggish employment outlook for the first quarter of 1981. The percentage of employers planning to increase staff and those expecting decreased hiring activity remain at levels recorded one year ago.

In addition to the stable figures for staff increases and decreases, the survey shows that the seasonal hiring drop following the holiday peak is not as sharp as it has been in past years.

Hiring activity increases are expected in two key sectors: manufacturing of both durable and non-durable goods. A slight improvement was also noted in the construction sector.

Employers in both the durable and non-durable goods manufacturing sectors report higher expectations for staff additions than those measured a year ago. The percentage of manufacturers planning to decrease staff size also fell from last year's levels at this time.

Improved conditions are expected in the construction industry, with staff increases up and staff reductions down from the first quarter 1980 survey. However, these expectations may have decreased recently due to the sharp increase in interest rates. In addition to the above sectors, employers in the finance, insurance and real estate fields also report slightly more optimistic hiring plans.

Conducted toward the end of and immediately following the U.S. Presidential election campaign, the survey results may reflect a newer psychology which may explain reduced hiring expectations in the public administration sector.

Service industries, which showed strong hiring activity early in the current recession, now appear to be stabilizing. Hiring activity in this area has reached a five-year low.

Employers in the wholesale and retail trade sectors report a sharp drop in hiring expectations for the next three months, but when seasonal shifts are allowed for, the figures show a slight gain from levels registered one year ago. Seasonal factors also affect lower hiring expectations by employers in the education sector.

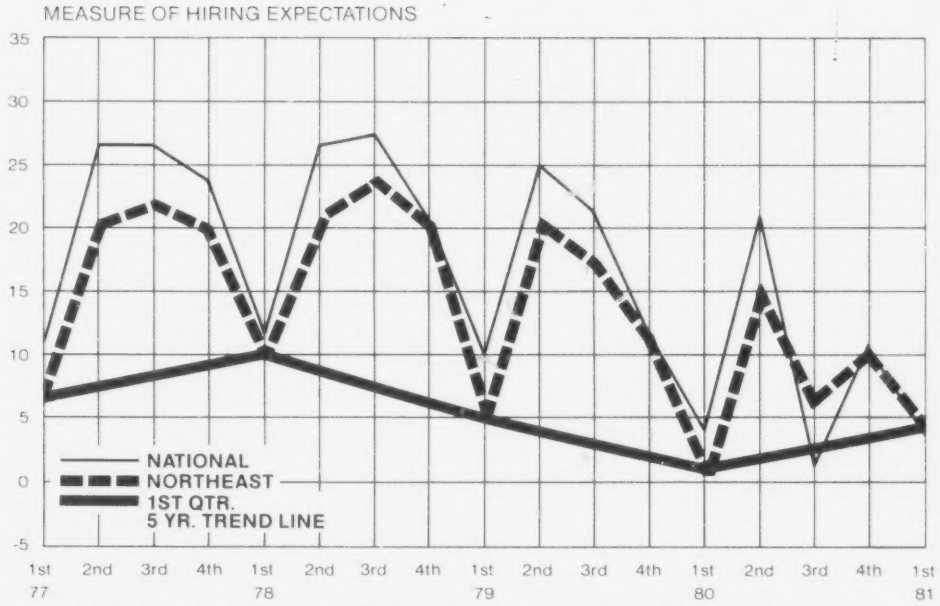
Employers in mining and transportation and public utilities also report fewer plans to hire additional workers, with the majority planning no changes in hiring levels.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	14	82	2	2
Construction	19	49	29	3
Manufacturing – Durable Goods	26	58	12	4
Manufacturing – Nondurable Goods	20	69	8	3
Transportation & Public Utilities	21	67	10	2
Wholesale & Retail Trade	14	59	23	4
Finance, Insurance & Real Estate	22	67	8	3
Education – Public & Private	9	81	7	3
Services	20	67	9	4
Public Administration	14	71	12	3
All Industries	18	64	14	4

Note: These figures are not adjusted for seasonal variations.

Northeast

Connecticut
Maine
Massachusetts
New Hampshire
New Jersey
New York
Pennsylvania
Rhode Island
Vermont



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

Employers in the Northeast report a slightly improved job outlook when compared with results of the survey taken at this time one year ago.

Regional hiring expectations are up slightly from a year ago when the figure hit the lowest point since the third quarter of 1976. The number of employers planning staff reductions is lower, an improvement over the record high reported one year ago.

Northeast manufacturers report improved hiring expectations, consistent with the national results. Fewer manufacturers of both durable and non-durable goods report plans to reduce staff size than registered last year at this time. National trends are also followed in the finance, insurance and real estate sector, where slight gains were noted.

Northeast construction employers are cautious regarding additional hiring in the next three months. There is a slight increase in the number of firms hiring staff, but more firms plan to reduce staff. Also, the most recent interest rate hikes are not reflected in the survey.

Improved conditions are also expected in the wholesale and retail trade sectors. While staff increases remain at the levels of one year ago, fewer employers report plans to decrease staff size.

Hiring expectations have fallen in the service sector from one year ago, but fewer employers also plan to reduce staff size.

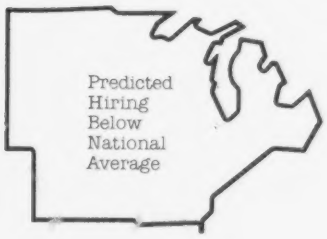
Public administrators foresee more changes than anticipated one year ago. Greater hiring expectations are more than offset by the number planning to decrease staff levels. More educators also report staff reductions than did one year ago.

Hiring expectations in transportation and public utilities have reached a five-year high for the first quarter, while plans to decrease staff size are nearly half of what they were one year ago.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining*				
Construction	9	51	36	4
Manufacturing—Durable Goods	23	63	9	5
Manufacturing—Nondurable Goods	21	66	8	5
Transportation & Public Utilities	20	70	8	2
Wholesale & Retail Trade	13	62	20	5
Finance, Insurance & Real Estate	18	72	5	5
Education—Public & Private	7	79	8	6
Services	17	70	8	5
Public Administration	12	70	17	1
All Industries	16	67	12	5

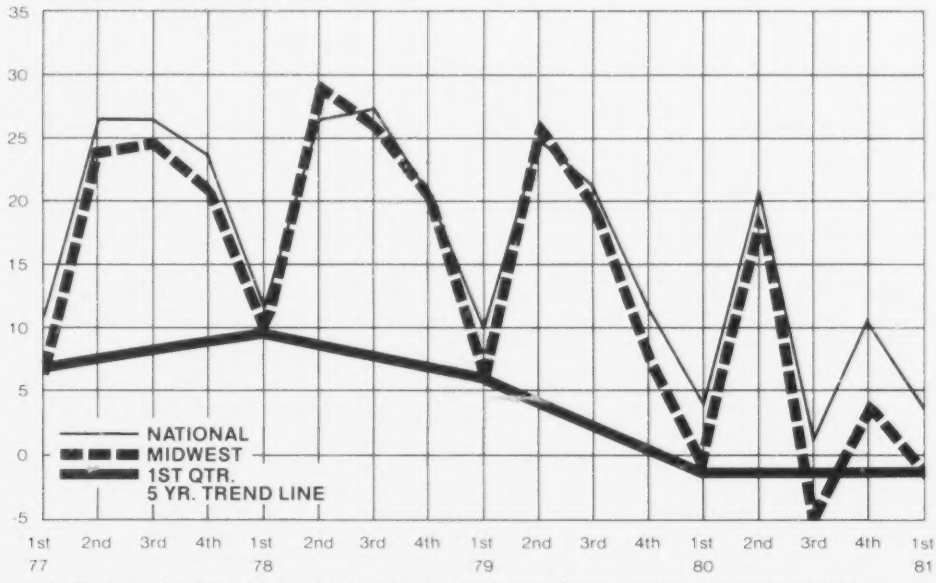
Note: These figures are not adjusted for seasonal variations.
*The size of the mining industry's responding sample does not permit a hiring trend forecast.

Midwest



Illinois
Indiana
Iowa
Kansas
Michigan
Minnesota
Missouri
Nebraska
North Dakota
Ohio
South Dakota
Wisconsin

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

Midwestern employers report no changes in hiring expectations from the depressed figures of one year ago. This quarter's figures are more optimistic than those registered in the past three quarters, however.

Durable goods manufacturers report substantially improved hiring expectations, while manufacturers of non-durable goods report a generally stable outlook with fewer firms planning staff reductions. Midwest construction employers report much more optimistic hiring plans than expected last year at this time, but the survey was made prior to the recent sharp prime interest rate increases

Offsetting the above expectations to increase staff sizes are more conservative expectations in other sectors.

The largest decline in hiring expectations is projected by those hiring public administration employees. Post U.S. Presidential election uncertainty may be a factor in the diminished level of those planning to hire staff.

Educators also foresee lower hiring expectations as compared to one year ago. The new level, however, is still substantially higher than the record low set nine months ago.

Merchants in the wholesale and retail trade sector plan more staff decreases than one year ago and the same level of hiring expectations as last year at this time.

Service industry employers report gains almost identical to those predicted in the survey for the last quarter, but those expectations are below levels predicted last year at this time.

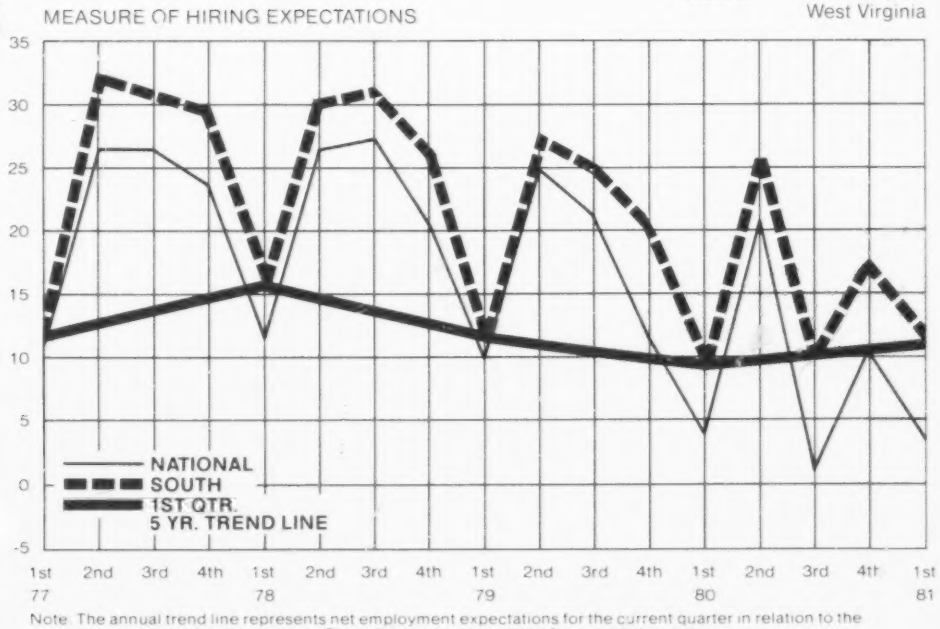
A more stable outlook is projected by employers in the finance, insurance and real estate sectors, with hiring expectations and staff reductions both below first quarter levels of one year ago.

Employers in transportation firms and public utilities foresee slower staff growth and greater reductions in hiring activity than expected last year at this time.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining*				
Construction	15	44	40	1
Manufacturing – Durable Goods	24	59	13	4
Manufacturing – Nondurable Goods	17	69	11	3
Transportation & Public Utilities	16	65	17	2
Wholesale & Retail Trade	11	54	32	3
Finance, Insurance & Real Estate	20	70	9	1
Education – Public & Private	11	80	7	2
Services	19	69	11	1
Public Administration	10	69	17	4
All Industries	16	64	18	2

Note: These figures are not adjusted for seasonal variations.
*The size of the mining industry's responding sample does not permit a hiring trend forecast

Alabama
Arkansas
Delaware
District of Columbia
Florida
Georgia
Kentucky
Louisiana
Maryland
Mississippi
North Carolina
Oklahoma
South Carolina
Tennessee
Texas
Virginia
West Virginia



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

Southern employers report slower plans for staff expansion but also foresee fewer staff reductions for the next three months as compared to expectations of a year ago.

Nationwide gains in hiring expectations for the manufacturing sector were mirrored in Southern survey results. Manufacturers of non-durable goods report planned hiring increases and fewer staff reductions than those expected twelve months ago. Expectations by manufacturers of durable goods are slightly lower than one year ago, but fewer firms also plan staff reductions.

Optimism by construction employers may continue in the South, with projected hiring increases above those expected one year ago. The number of firms planning to decrease staff size also fell slightly from last year's levels, and may rise in light of recent uncertainty with regard to interest rates.

Also improved over one year ago are reports from the wholesale and retail trade sector. Employers in this area expect to hire more workers while reducing staff size at a slower pace than one year ago.

Increased interest in the economy has helped lift expectations in the finance, insurance and real estate professions. Employers in these areas expect generally stable hiring levels as compared to last year's levels. Fewer firms plan to reduce staff than those of one year ago.

Employers in the transportation and public utility sector also see restrained growth, although fewer firms than last year at this time plan staff reductions.

Hiring activity in the service sector is slightly improved from one year ago, with fewer employers planning to add staff while fewer expect to reduce staff over that same period.

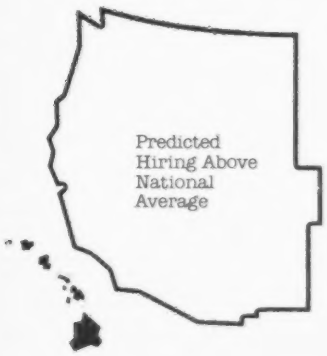
Educators and those in public administration feel that hiring activity will be markedly slower than survey levels expected one year ago. More staff reductions are also expected in administrative fields than were predicted one year ago.

Down substantially from last year are hiring levels in the mining industry. Most Southern employers in this industry foresee no change in hiring activity, the lowest level of progress in this industry since 1977.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	20	77		3
Construction	26	52	18	4
Manufacturing – Durable Goods	27	61	8	4
Manufacturing – Nondurable Goods	24	68	6	2
Transportation & Public Utilities	24	65	7	4
Wholesale & Retail Trade	19	61	16	4
Finance, Insurance & Real Estate	26	66	5	3
Education – Public & Private	8	81	7	4
Services	25	64	6	5
Public Administration	14	71	11	4
All Industries	21	66	9	4

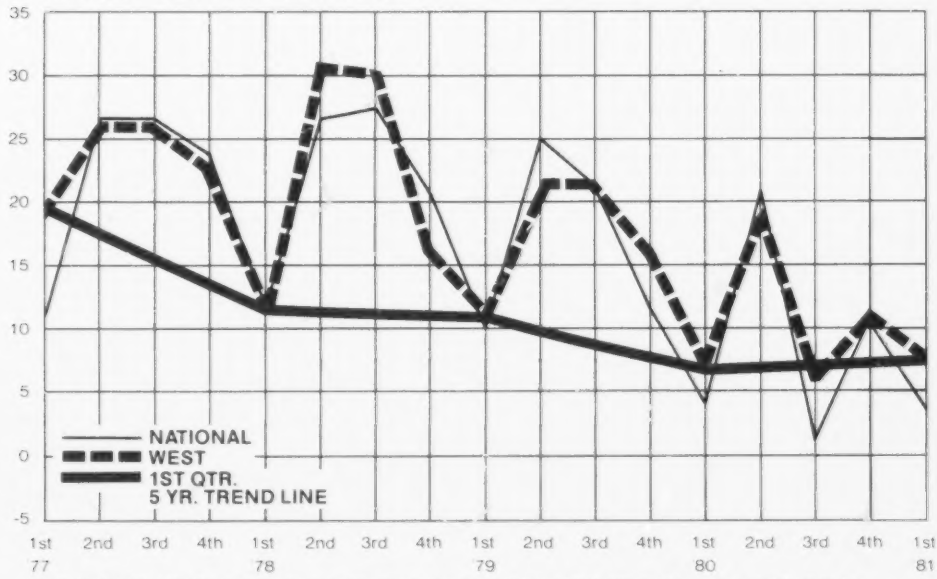
Note: These figures are not adjusted for seasonal variations.

West



Arizona
California
Colorado
Hawaii
Idaho
Montana
Nevada
New Mexico
Oregon
Utah
Washington
Wyoming

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

For the first time since the current recession began, more employers in the West predict hiring level increases than employers in the South.

More Western employers plan to hire additional workers than reported in the survey of one year ago. However, those surveyed in this region also foresee a slight increase in the number of employers planning to reduce staff size.

The region's high growth construction industry expects hiring activity more than twice as active as predicted one year ago; expected staff reductions in this field are below last year's levels. However, this growth may be curtailed by recent interest rate increases.

This immediate optimism in the construction industry, however, has also boosted expectations in the finance, insurance and real estate fields, with significant hiring activity predicted above the 1980 first quarter levels.

Manufacturers of durable goods also foresee improvement over expectations of last quarter and last year at this time. Those manufacturing non-durable goods expect slower growth and more staff decreases than they did one year ago, but levels are still slightly higher than those recorded for the fourth quarter of 1980.

An improved employment outlook is also expected by employers involved in transportation and public utilities. Compared to last year's results at this time, more employers plan to increase hiring and fewer foresee staff reductions for the coming quarter.

A more cautious outlook is reflected in the mining sector, where a majority of employers foresee no change in hiring expectations. Last year at this time, almost one-third of those surveyed said they planned to increase staff size.

The wholesale and retail trade outlook is much the same as it was one year ago and down substantially from last quarter's peak holiday employment levels.

Stability is also indicated in the public administration sector where slightly fewer employers expect staff reductions than did one year ago.

Hiring expectations in the service and education sectors are also slightly lower than those projected last year at this time, but the number of employers planning to decrease staff size is nearly equal to the 1980 levels.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining		80	20	
Construction	22	54	23	1
Manufacturing – Durable Goods	32	48	16	4
Manufacturing – Nondurable Goods	16	65	14	5
Transportation & Public Utilities	32	60	7	1
Wholesale & Retail Trade	16	56	24	4
Finance, Insurance & Real Estate	25	57	11	7
Education – Public & Private	8	86	5	1
Services	21	68	7	4
Public Administration	28	62	6	4
All Industries	22	60	14	4

Note: These figures are not adjusted for seasonal variations.

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The Survey results reflect the intentions of the sample of employers interviewed. Some of these intentions may change unexpectedly upon the conclusion of the survey.

3/23/81

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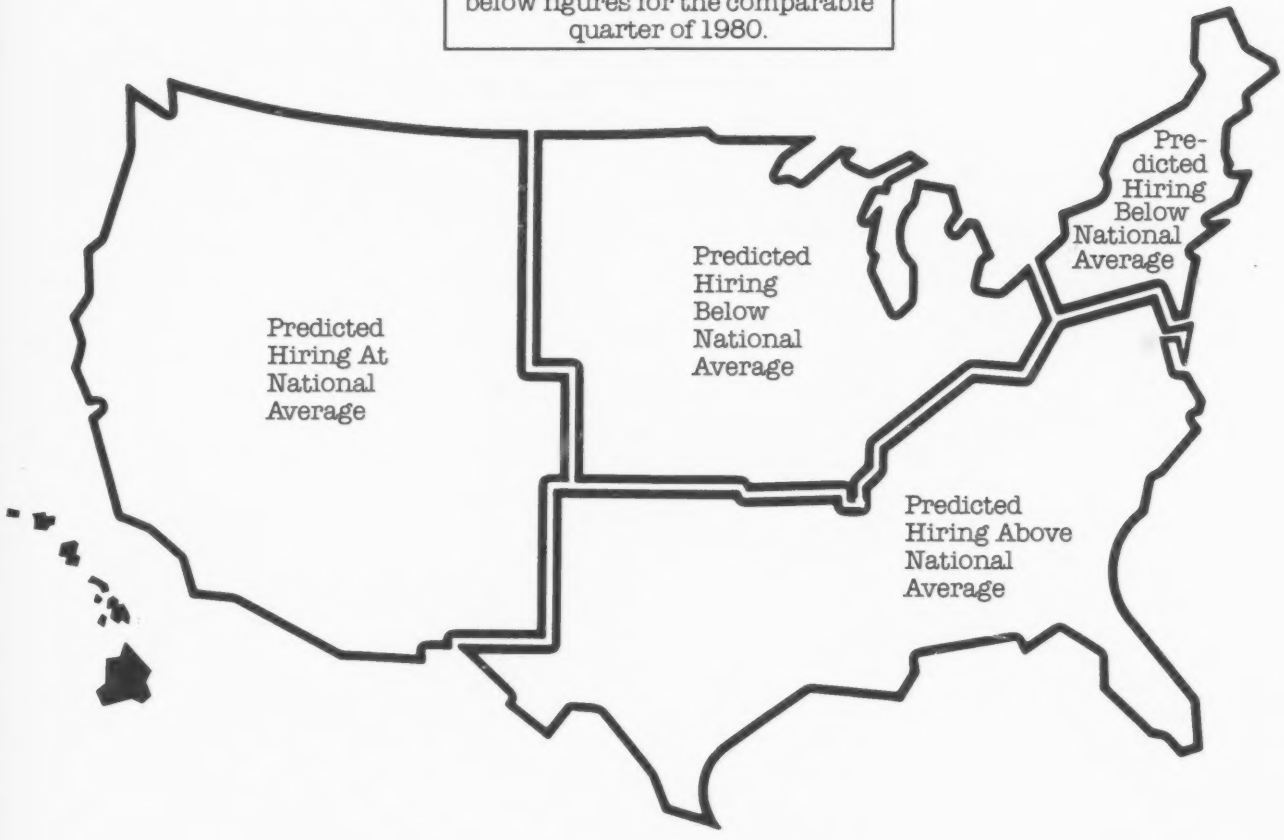
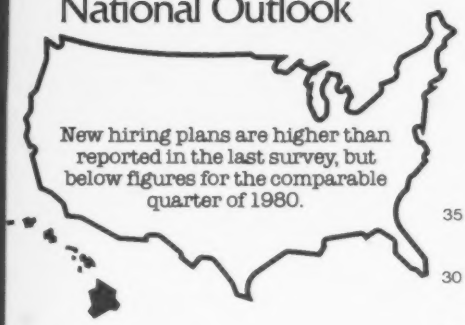
Manpower, Inc. Employment Outlook Survey

Second Quarter
April, May, June
1981

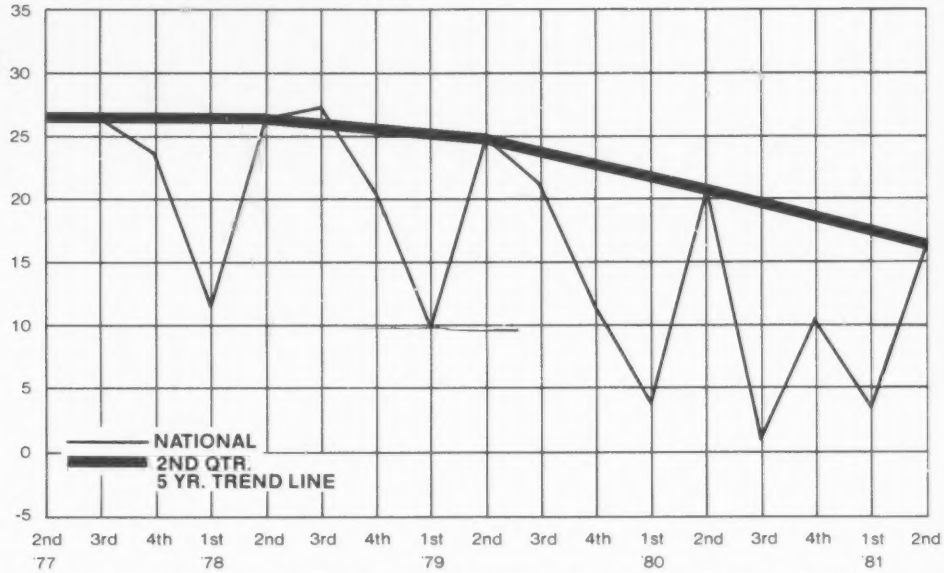
New hiring plans are higher than reported in the last survey, but below figures for the comparable quarter of 1980.


Predicted Hiring At National Average
Predicted Hiring Below National Average
Pre-dicted Hiring Below National Average
Predicted Hiring Above National Average

National Outlook



MEASURE OF HIRING EXPECTATIONS*



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

*The Measure of Hiring Expectations is the difference between the percentage of employers predicting staff increases and those planning to decrease hiring activity.

Nationally, employers predict a more favorable employment outlook than that reported in last quarter's survey conducted in December, but results are still lower than those expressed one year ago.

The percentage of firms planning to increase hiring activity is at its highest level of those reported this past year, while the number of firms expecting to decrease their workforce is the lowest.

Second quarter employment expectations have traditionally been the highest as many employers use this period to plan summer and fall manufacturing schedules. The smaller percentage predicting staff reductions may point toward a possible "bottoming out" in staff reduction plans which have been escalated in the past several years.

Employers in durable goods manufacturing expect hiring activity to increase over the next three months, but are still slightly less optimistic than they were at this time one year ago. Manufacturers of non-durable goods report a similar improved but cautious attitude.

Contractors have recorded the most optimism since one year ago, but again, the second quarter is often the busiest period as firms nationwide begin to recover from the slower winter months.

Wholesale and retail traders have also indicated more optimism for the next quarter, but expectations are still behind those recorded last year at this time.

Those surveyed in the service sector are slightly less optimistic than they were last year at this time, but survey figures for this sector are still more favorable than those recorded in the first quarter.

Employers contacted in the mining industry look for increased hiring as seasonal activity picks up. Miners also plan fewer staff reductions than were indicated one year ago.

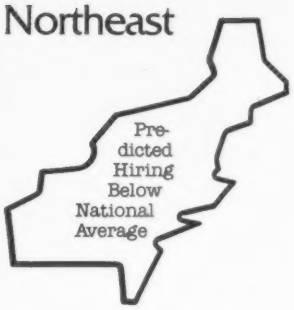
Finance, insurance and real estate executives are less optimistic than they have been in four of the past five quarters regarding new hiring activity, but they foresee no more staff reductions than were reported one year ago.

Employment in the transportation and public utilities, public administration and education sectors all report lower expectations than in many of the past quarters, possibly tied to apprehension prior to final national and state budget cuts.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	39	57	2	2
Construction	35	51	9	5
Manufacturing—Durable Goods	27	59	10	4
Manufacturing—Nondurable Goods	21	68	8	3
Transportation & Public Utilities	19	69	8	4
Wholesale & Retail Trade	24	66	7	3
Finance, Insurance & Real Estate	21	68	7	4
Education—Public & Private	10	78	9	3
Services	27	64	6	3
Public Administration	15	68	14	3
All Industries	24	64	8	4

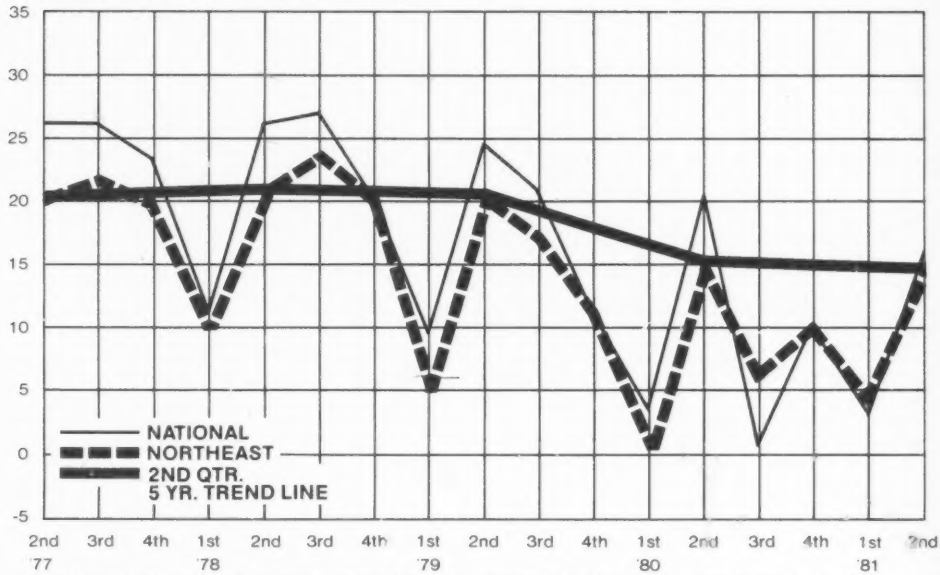
Note: These figures are not adjusted for seasonal variations.

Northeast



Connecticut
Maine
Massachusetts
New Hampshire
New Jersey
New York
Pennsylvania
Rhode Island
Vermont

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

Employers in the Northeast report increased optimism regarding hiring activity. Levels recorded in the second quarter surpass employment expectations of the past three quarterly surveys, although the current results are still below last year's levels at this time.

While new hiring plans are slightly depressed in the Northeast, those expecting staff reductions are comparable to past years during this same time, indicating a possible "bottoming out" of staff reductions.

Overall, hiring expectations for the Northeast are just sightly below those recorded nationally.

The most optimistic outlook for the region is expressed by durable goods manufacturers. Employers in that sector foresee a better hiring outlook than they did last quarter and one that is slightly ahead of expectations recorded last year at this time.

Manufacturers of nondurable goods expect hiring activity to be slightly better than they did three months ago, but the employment outlook is not as favorable as that of one year ago.

Wholesale and retail trade sector employers are more optimistic than they were in the first quarter survey, but the employment outlook is behind second quarter expectations of previous years.

Service sector employers expect hiring activity to return to year-ago levels, with one in four employers expecting to increase staff levels. Those expectations are substantially higher than those recorded just three months ago.

Contractors in the Northeast are much more optimistic in the second quarter than they were in December, but when seasonal variations are accounted for, expectations are behind those recorded for comparable quarters of past years.

Employers in the mining, transportation and public utilities sectors foresee a relatively stable employment outlook, with comparable new hiring and staff reductions to those recorded in the last survey. Seasonally, miners expect average hiring activity, while those in transportation and public utilities are less optimistic than they have been in previous second quarters.

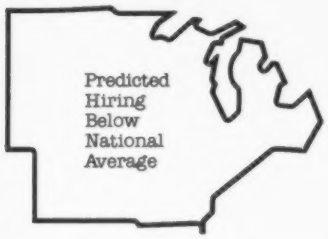
Educators and those in the public administration sector expect more staff reductions than they have in past months, possibly because of uncertainty over upcoming federal budget cuts.

The least optimistic outlook for the region is foreseen by executives in finance, insurance and real estate. Here, fewer staff increases are planned than at any time since the mid-70s. Staff reductions, however, remain at or near levels recorded at this time in previous years.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining*				
Construction	36	54	5	5
Manufacturing – Durable Goods	29	59	9	3
Manufacturing – Nondurable Goods	22	68	6	4
Transportation & Public Utilities	20	67	9	4
Wholesale & Retail Trade	21	66	9	4
Finance, Insurance & Real Estate	11	79	6	4
Education – Public & Private	10	74	12	4
Services	25	67	5	3
Public Administration	11	66	18	5
All Industries	22	67	7	4

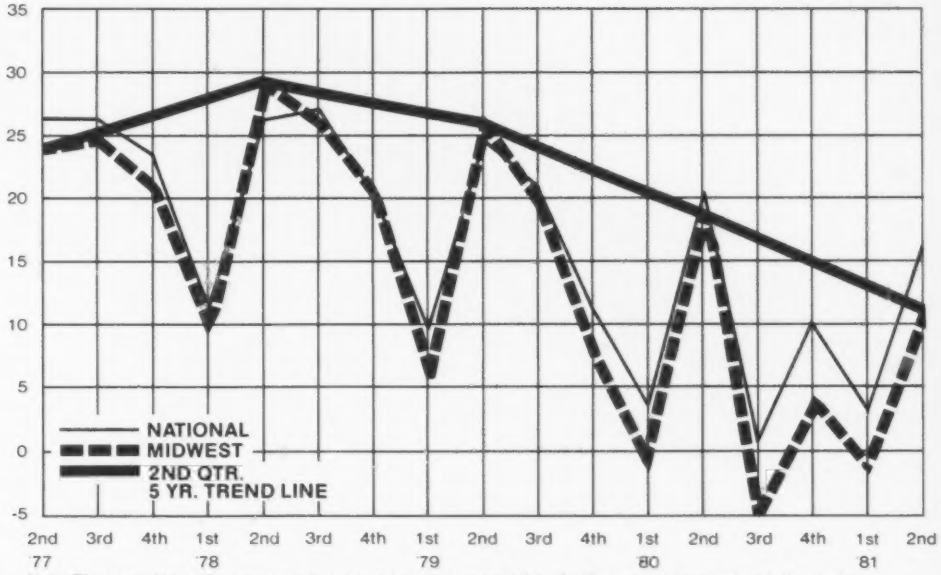
Note: These figures are not adjusted for seasonal variations.
*The size of the mining industry's responding sample does not permit a hiring trend forecast.

Midwest



Illinois
Indiana
Iowa
Kansas
Michigan
Minnesota
Missouri
Nebraska
North Dakota
Ohio
South Dakota
Wisconsin

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

The hiring outlook expected by Midwestern employers has improved over the past three months, but still trails employment expectations registered in comparable quarters of previous years.

Midwestern employers foresee increased hiring activity than they did when last surveyed and expect fewer staff reductions. Both figures however, are behind survey results from previous second quarters.

Small seasonal increases are foreseen in the key manufacturing sectors, but levels in both durable and nondurable goods manufacturing are still substantially far below past second quarter survey results.

Wholesale and retail trade employers expect a substantial increase in hiring activity and fewer staff reductions than recorded just three months ago, but again, much of the change appears to be seasonal as current expectations still lag comparable quarters of previous years.

That seasonally improved outlook is also evident in the construction and mining sectors, who expect hiring activity to improve. Both sectors are also behind results of earlier second quarter surveys.

Service sector employers report higher expectations than were recorded in the last survey, but still lower than second quarter results of past years.

Finance, insurance and real estate executives surveyed expect slightly greater hiring activity and fewer staff reductions than they did three months ago, but levels will remain below those indicated for second quarters in past surveys.

Transportation and public utilities employers have a slightly better outlook than they did last quarter, with about the same number expecting new hiring and slightly fewer predicting staff reductions. Again, these employers are not as hopeful as they have been in comparable quarters of past years.

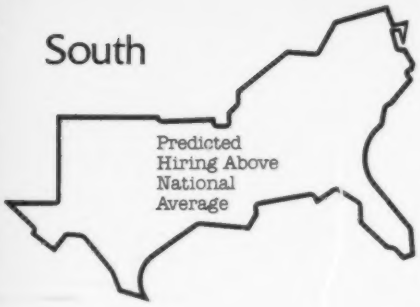
Midwestern public administrators foresee hiring activity above the national average and higher than expectations recorded last quarter. However, the number of administrators expecting to increase hiring activity is offset by an almost equal number who foresee staff reductions in the next three months.

Educators are far less optimistic than they were last quarter, with more staff reductions and fewer employers predicting increases in hiring activity. These results lag behind those of past second quarter surveys.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining*				
Construction	36	42	16	6
Manufacturing – Durable Goods	25	58	12	5
Manufacturing – Nondurable Goods	21	67	10	2
Transportation & Public Utilities	16	68	12	4
Wholesale & Retail Trade	22	67	8	3
Finance, Insurance & Real Estate	22	67	7	4
Education – Public & Private	4	84	11	1
Services	26	63	8	3
Public Administration	19	62	18	1
All Industries	23	63	11	3

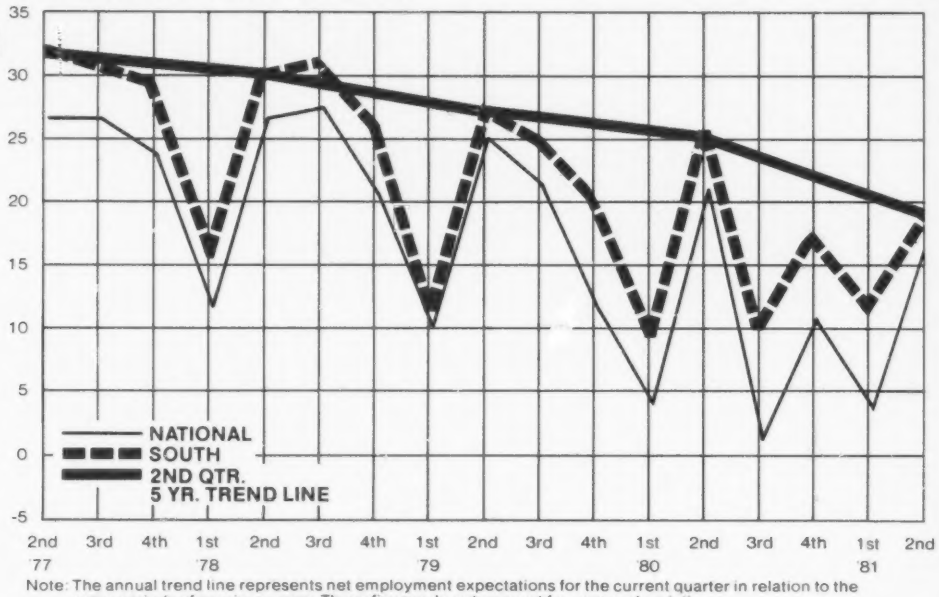
Note: These figures are not adjusted for seasonal variations.
*The size of the mining industry's responding sample does not permit a hiring trend forecast.

South



Alabama
Arkansas
Delaware
District of Columbia
Florida
Georgia
Kentucky
Louisiana
Maryland
Mississippi
North Carolina
Oklahoma
South Carolina
Tennessee
Texas
Virginia
West Virginia

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

Southern employers continue to register high employment expectations, bettering the national average and all other regional expectations. But Southern figures reported this quarter are consistently behind those of past surveys.

Southern employment expectations surpassed second quarter national results in all but one category, public administration, where Southern employers are less optimistic than those in other regions.

Expectations in manufacturing of durable goods changed little from survey results for the first quarter, with slightly more employers expecting staff reductions, but about three times that number expect to add staff in the coming three months. Nondurable goods manufacturers are less optimistic in their hiring plans and expect more staff reductions than they did three months ago. Both durable and nondurable goods manufacturing sectors report less favorable results for this quarter than last year at this time.

Hiring expectations of construction employers are comparable to those reported one year ago, with more than one-third of the firms surveyed planning to hire additional workers. However, this sector's outlook is significantly better than figures reported in any survey taken since one year ago.

Miners report improved employment activity for the next three months, but expectations are still behind one year ago. However, employment expectations have risen above low winter levels expressed in the last survey conducted in December.

Merchants in the wholesale and retail trade sectors report more optimistic hiring plans than three months ago, but when figures are compared with past second quarters, the outlook is less favorable than those of previous years.

Service sector employers plan increased hiring activity than reported in December, but still behind second quarter results of past years.

Employers in finance, insurance and real estate foresee slower hiring activity than they did either three months or one year ago, although the number of firms planning to hire additional workers is still far greater than those expecting staff reductions.

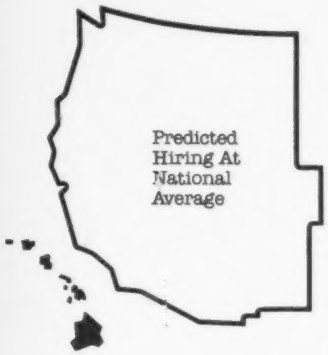
Expectations in the transportation and public utilities sector are also less optimistic than they were in the first quarter survey and last year at this time, but again, the number of firms expecting to add staff this quarter far exceeds those planning to reduce hiring activity.

Educators expect approximately the same hiring outlook as they did one year ago, while those in public administration are less optimistic regarding hiring activity than they have been in any past quarter since the mid-70s.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	43	51	3	3
Construction	36	51	7	6
Manufacturing—Durable Goods	27	60	9	4
Manufacturing—Nondurable Goods	22	69	7	2
Transportation & Public Utilities	23	68	6	3
Wholesale & Retail Trade	28	62	7	3
Finance, Insurance & Real Estate	24	67	6	3
Education—Public & Private	13	75	9	3
Services	30	62	5	3
Public Administration	13	72	12	3
All Industries	26	64	7	3

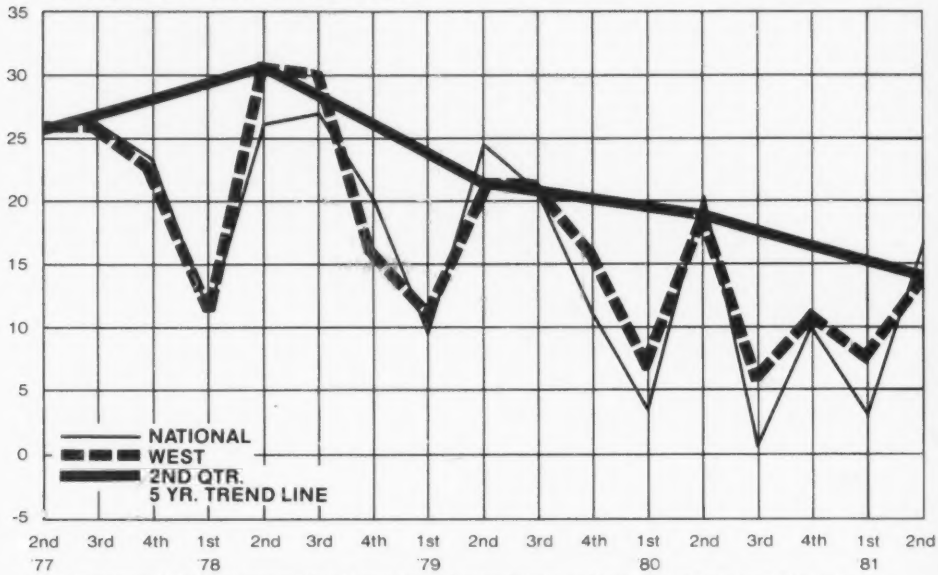
Note: These figures are not adjusted for seasonal variations.

West



Arizona
California
Colorado
Hawaii
Idaho
Montana
Nevada
New Mexico
Oregon
Utah
Washington
Wyoming

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

Western employers expect slower hiring activity for the coming three months than indicated in similar quarters of past years.

The Western employment outlook, however, is higher than expectations of three months ago, when the West was the most optimistic region regarding hiring activity.

Employment activity in mining may be the highest since the mid-70s according to employers surveyed in that sector. More than half of the employers expect to increase hiring activity.

Employers in the healthy Western construction industry also see employment growth for the next three months, although their hiring expectations are behind those recorded one year ago.

Durable goods manufacturers expect hiring activity to be similar to that of the past quarter, with fewer hirings but also fewer staff reductions. Manufacturers of nondurable goods, however, see an improved employment picture than during the last quarter survey, with more firms predicting staff additions and fewer expecting reductions. Both of the above sectors, however, report outlooks that are less optimistic than recorded last year at this time.

Merchants in this region have improved hiring expectations from last survey's post-holiday lows. But Western employers in the wholesale and retail trade sectors still expect slower hiring activity than they did when surveyed one year ago.

Service sector employers expect more hiring activity than they did during the last survey, but hiring is not expected to approach levels recorded in comparable quarters of past years. The number of firms planning to add staff remains approximately three times as high as those planning staff reductions.

Financial, insurance and real estate executives expect employment activity to be similar to last quarter, but lower than expected last year at this time.

Transportation and public utilities employers foresee slower hiring activity than they did either three months or one year ago, as do employers in education and public administration, reflecting apprehension over upcoming federal budget cuts.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	60	40	0	0
Construction	26	63	6	5
Manufacturing—Durable Goods	28	53	12	7
Manufacturing—Nondurable Goods	18	66	10	6
Transportation & Public Utilities	22	63	10	5
Wholesale & Retail Trade	26	60	8	6
Finance, Insurance & Real Estate	23	62	9	6
Education—Public & Private	7	76	8	9
Services	27	62	7	4
Public Administration	13	69	13	5
All Industries	23	63	9	5

Note: These figures are not adjusted for seasonal variations.

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TEMPORARY SERVICES
International Headquarters
5301 N. Ironwood Road, Milwaukee, WI 53201

The quarterly Employment Outlook Survey is conducted as a public service of Manpower, Inc. The survey was designed and is administered by Manpower's International Research Department, utilizing a statistically representative sample of approximately 10,000 large public and private employers from among ten industrial sectors in 295 U.S. cities.

The Survey is a measurement of employment plans for the permanent workforce and is based upon telephone interviews conducted with the survey sample immediately prior to the conclusion of the preceding calendar quarter.

The Survey results reflect the intentions of the sample of employers interviewed. Some of these intentions may change unexpectedly upon the conclusion of the survey.

6/23/81

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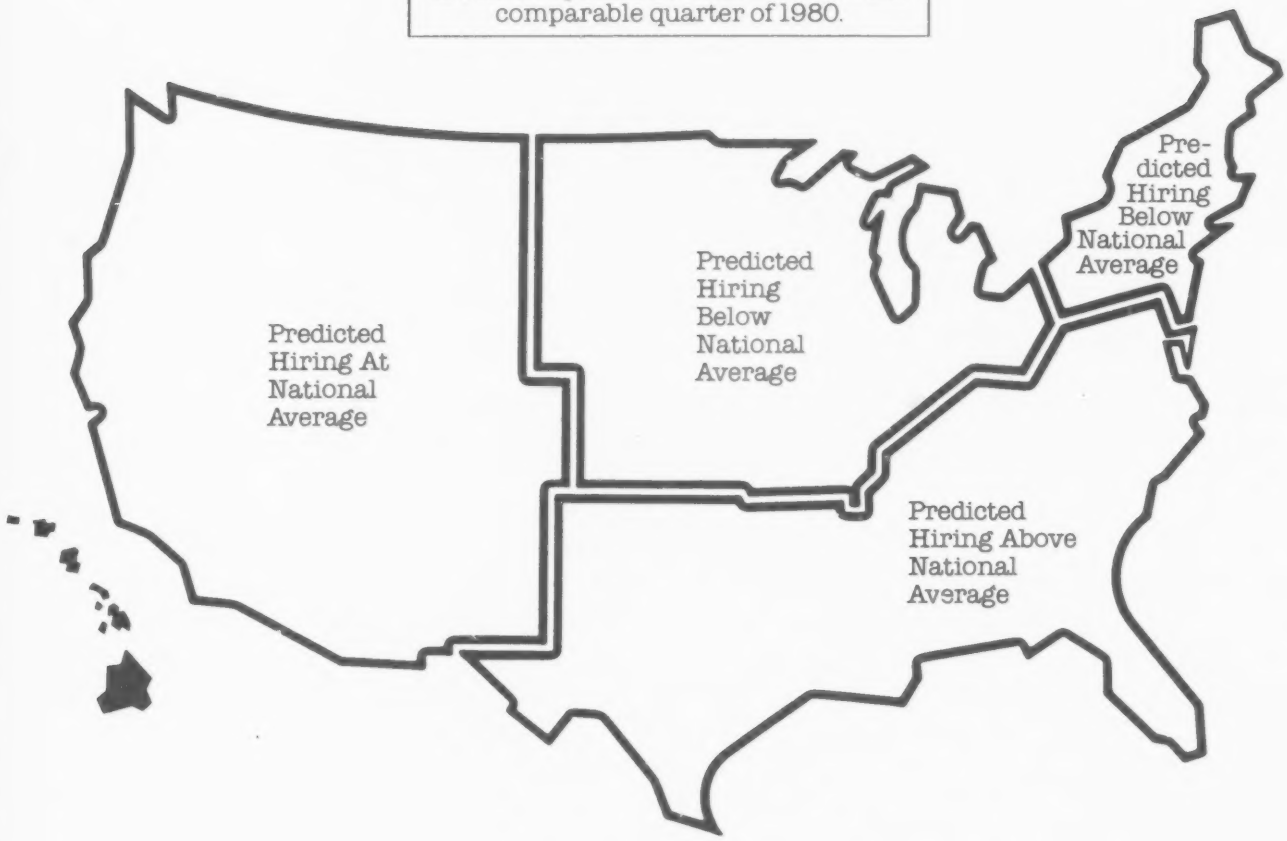
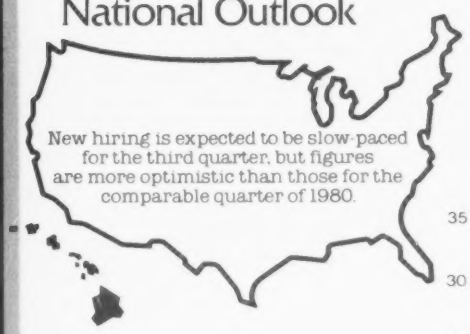
Manpower, Inc. Employment Outlook Survey

Third Quarter
July, August, September
1981

New hiring is expected to be slow-paced for the third quarter, but figures are more optimistic than those for the comparable quarter of 1980.

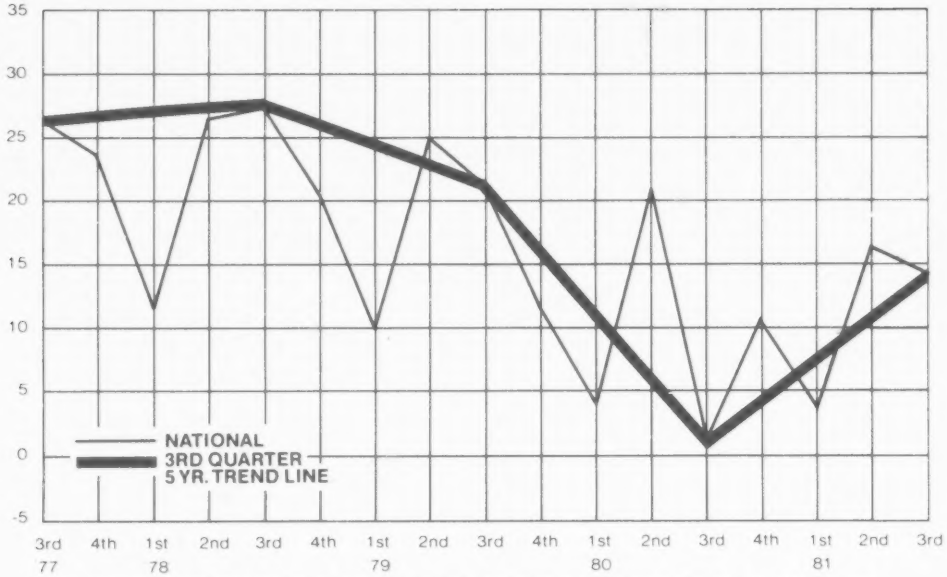

Predicted Hiring At National Average
Predicted Hiring Below National Average
Predicted Hiring Below National Average
Predicted Hiring Above National Average

National Outlook



New hiring is expected to be slow-paced for the third quarter, but figures are more optimistic than those for the comparable quarter of 1980.

MEASURE OF HIRING EXPECTATIONS*



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

*The Measure of Hiring Expectations is the difference between the percentage of employers predicting staff increases and those planning to decrease hiring activity.

Nationally, caution dominates the employment outlook for the third quarter of 1981. Survey figures show that there is little change from the second quarter in employers' plans to either expand or reduce staff levels. This stability in intentions contrasts significantly with the third quarter of last year, when there was a sharp drop in projected hirings and a sharp rise in staff reductions.

While newest survey results show a clear advance from the low hiring expectations of last year at this time, hiring strength is lagging behind production increases. This reflects a slow and cautious approach on the part of employers.

Regional expectations vary. The Midwest, which has been the most depressed region this past year, shows an improved employment outlook compared to one year ago, although there still is no recovery to pre-1980 levels. The Northeast, which was slower in reflecting last year's sharp decline, now appears slower in regaining stability. Southern and Western employers, who have generally shown more resistance to the deterioration in expectations in recent quarters, plan little change in hiring activity for the next three months, but their intentions are more positive than in the third quarter of 1980.

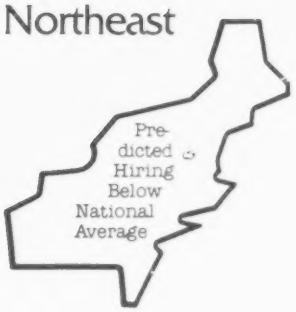
Employers in construction and manufacturing still reflect the continuing reaction to high interest rates and the auto slump, but are somewhat more optimistic than one year ago. Service firms, at a higher level, predict a similar outlook.

Wholesale and retail merchants expect a generally stable employment outlook, while educators and public administrators continue to show a declining trend in hiring expectations.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	42	54	2	2
Construction	30	50	15	5
Manufacturing—Durable Goods	26	58	12	4
Manufacturing—Non-durable Goods	25	63	8	4
Transportation & Public Utilities	22	64	11	3
Wholesale & Retail Trade	22	68	7	3
Finance, Insurance & Real Estate	19	68	10	3
Education—Public & Private	17	54	24	5
Services	27	63	7	3
Public Administration	16	58	18	8
All Industries	24	62	10	4

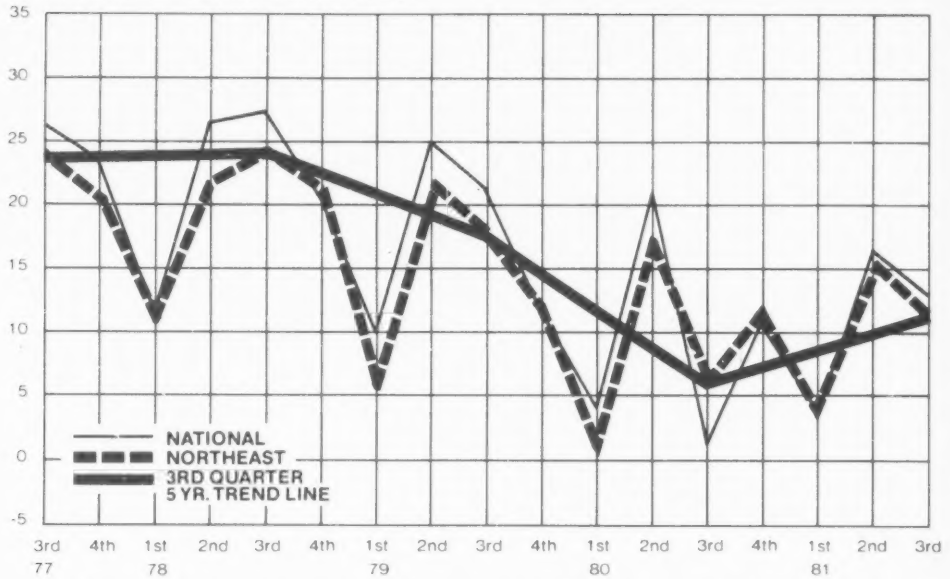
Note: These figures are not adjusted for seasonal variations.

Northeast



Connecticut
Maine
Massachusetts
New Hampshire
New Jersey
New York
Pennsylvania
Rhode Island
Vermont

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

The softest regional hiring expectations for the third quarter was found in the Northeast, which has resisted much of last year's sharp declines. The same number of firms as reported in the survey of one year ago at this same time plan to hire additional workers, while a smaller number than last year expect staff reductions. Slightly more firms than one year ago plan no change in staff levels, and those unsure of their hiring plans remain the same as last year at this time.

Northeastern manufacturers of both durable and non-durable goods and contractors report an improved employment outlook when compared to the survey of one year ago.

Service firms and those in finance, insurance and real estate report a generally stable employment outlook for the next three months as they return to hiring levels similar to those reported one year ago.

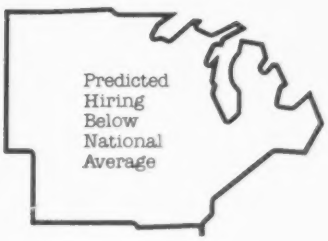
Transportation and public utility employers predict a slump in hiring plans for this quarter, but not as severe as that expected by educators and public administrators. In both of the latter groups, more firms expect staff reductions than additions, despite the fact that educators traditionally increase hiring in the third quarter because it includes the start of the new school year.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining*				
Construction	34	48	11	7
Manufacturing—Durable Goods	20	65	9	6
Manufacturing—Non-durable Goods	20	67	7	6
Transportation & Public Utilities	17	69	9	5
Wholesale & Retail Trade	17	70	7	6
Finance, Insurance & Real Estate	18	71	7	4
Education—Public & Private	14	59	19	8
Services	25	64	7	4
Public Administration	17	57	18	8
All Industries	20	65	9	6

Note: These figures are not adjusted for seasonal variations.

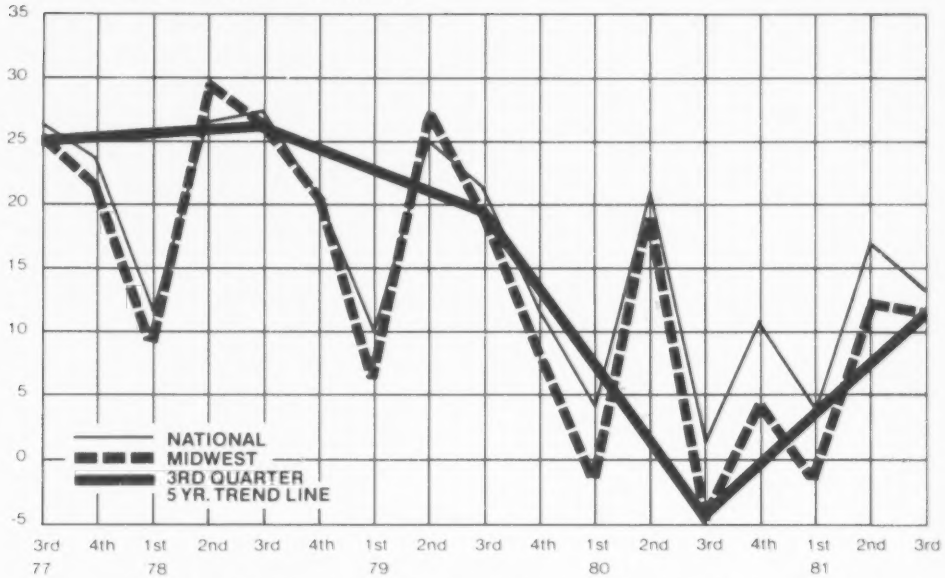
*The size of the mining industry's responding sample does not permit a hiring trend forecast.

Midwest



Illinois
Indiana
Iowa
Kansas
Michigan
Minnesota
Missouri
Nebraska
North Dakota
Ohio
South Dakota
Wisconsin

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

The Midwest, which has been the most depressed region this past year, has an improved employment outlook compared to one year ago. Employers in construction and manufacturing still reflect the continuing reaction to high interest rates and the auto slump, but are somewhat more optimistic regarding their hiring plans for the next three months when compared with year-ago survey results. Midwestern firms in both durable and non-durable manufacturing plan to hire additional workers and expect fewer staff reductions than one year ago, but these figures are about the same as recorded last quarter.

Wholesale and retail merchants report a more optimistic employment outlook than that of one year ago, but figures again are about the same as recorded last quarter.

Finance, insurance and real estate firms report a generally stable employment outlook, but are still experiencing a slump in hiring plans, with nearly the same number of firms planning to hire staff as those expecting staff reductions. This same outlook was reported in the survey of one year ago.

Transportation and public utility firms are not optimistic, with the same number of firms planning to add staff as those expecting reductions. Figures are similar to those reported in the survey of one year ago, but the number of firms expecting reductions has increased since last quarter.

More educators expect staff reductions in the next three months than staff additions. The outlook was similar one year ago, but the number decreasing staff has lessened this quarter.

A similar situation is true for public administrators.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining*				
Construction	28	49	18	5
Manufacturing—Durable Goods	22	63	11	4
Manufacturing—Non-durable Goods	22	65	10	3
Transportation & Public Utilities	16	67	15	2
Wholesale & Retail Trade	23	67	8	2
Finance, Insurance & Real Estate	13	74	11	2
Education—Public & Private	14	56	25	5
Services	26	66	6	2
Public Administration	16	55	21	8
All Industries	22	64	11	3

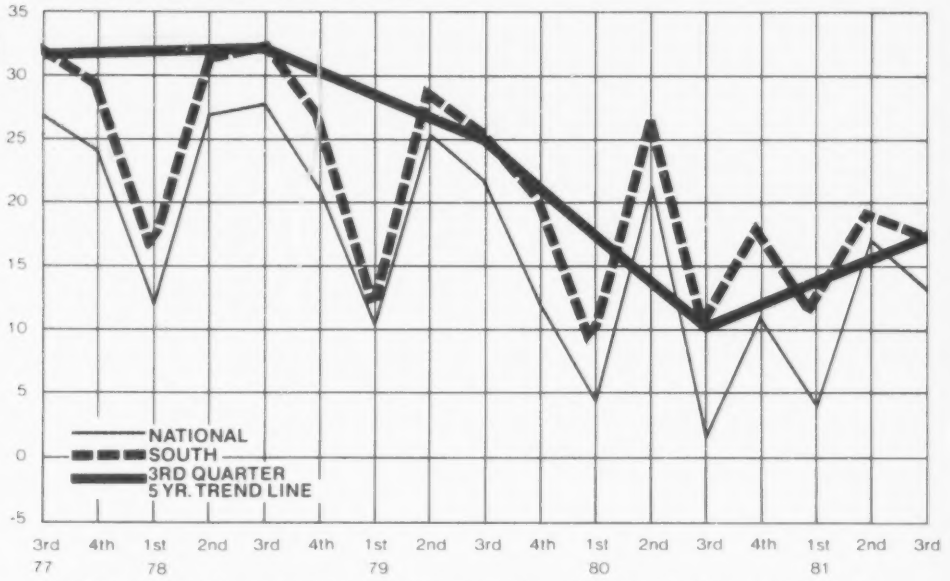
Note: These figures are not adjusted for seasonal variations.

*The size of the mining industry's responding sample does not permit a hiring trend forecast.

South

Alabama
Arkansas
Delaware
District of Columbia
Florida
Georgia
Kentucky
Louisiana
Maryland
Mississippi
North Carolina
Oklahoma
South Carolina
Tennessee
Texas
Virginia
West Virginia

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

Southern employers predict a generally stable employment outlook for the next three months. But compared to the survey results of one year ago, more firms plan to hire additional workers.

Manufacturers are more optimistic than they were one year ago, with more firms reporting plans to hire staff, particularly by the non-durable goods employers.

Transportation and public utility firms plan to increase staff sizes from levels reported last quarter and one year ago. The number expecting staff reductions has diminished each quarter this past year to the lowest level since the second quarter of 1979.

Wholesale and retail merchants are more optimistic than they were in the survey of one year ago, but report hiring levels predicted at those similar to last quarter.

Both the services sector and finance, insurance and real estate employers expect the same number of staff reductions as those reported in the survey of one year ago, but the former group, service firms, report a slight slump in hiring plans from year-ago levels. This slow-down in the service sector continues a trend of the past few quarters.

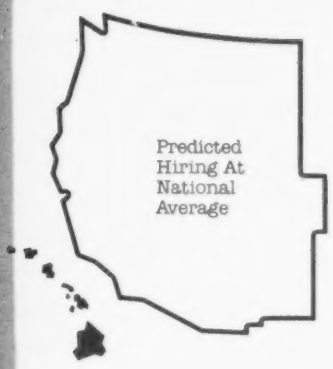
Southern public administrators report a hiring slump, with the same number of bureaus and agencies planning to add staff as those reported in the survey of one year ago. However, nearly an equal number expect staff reductions.

The education sector shows the least optimism in their hiring plans, with an equal number of educators planning to increase staff as expecting to reduce staff.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	41	59	0	0
Construction	31	52	13	4
Manufacturing—Durable Goods	34	53	10	3
Manufacturing—Non-durable Goods	29	61	8	2
Transportation & Public Utilities	27	66	5	2
Wholesale & Retail Trade	25	66	6	3
Finance, Insurance & Real Estate	27	61	9	3
Education—Public & Private	21	51	25	3
Services	28	63	7	2
Public Administration	17	60	18	5
All Industries	27	61	9	3

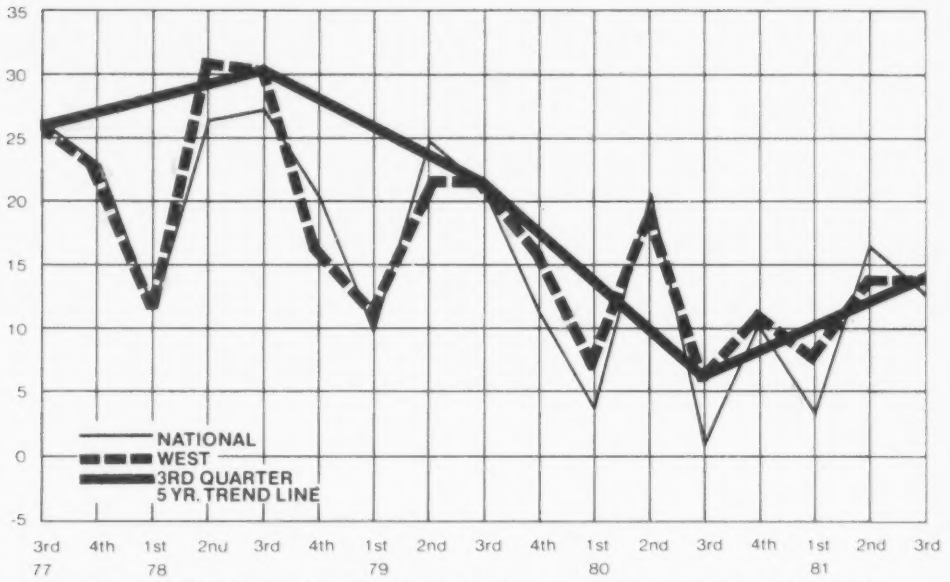
Note: These figures are not adjusted for seasonal variations.

West



Arizona
California
Colorado
Hawaii
Idaho
Montana
Nevada
New Mexico
Oregon
Utah
Washington
Wyoming

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

Western employers predict a generally stable employment outlook for the next three months. More than twice as many employers plan to hire additional workers in the third quarter as those expecting to reduce staff.

This was found to be true in the mining sector, where exactly twice as many firms report plans to increase employment levels as expect reductions. The reverse was reported in the survey of one year ago when twice as many firms planned to reduce staff as increase staff levels. However, this quarter's figures are not quite as optimistic as those reported for the sector last quarter when no firms polled expected reductions.

Construction employers are also optimistic, with more than twice as many firms planning to increase staff size than those expecting reductions. This quarter's survey figures are similar to those recorded in last quarter's survey and far more optimistic than those recorded one year ago.

Manufacturers of both durable and non-durable goods show improvement this quarter in their hiring plans. They also report figures which are slightly ahead of last quarter.

Wholesale and retail merchants show marked improvement in their hiring plans for the next three months. One year ago, survey results recorded were depressed, with an equal number of firms planning to reduce staff as those expecting to increase staff. In this quarter's survey, nearly five times as many merchants plan to increase staff size.

Transportation and public utility employers report slight improvement in their hiring plans for the next three months, as do educators, who report a jump in the number of those planning to increase staff size over last year at this time. The number of educators expecting staff reductions this quarter, however, is lower, but only slightly.

Both the services sector and finance, insurance and real estate employers predict a generally stable employment outlook. Both report intentions to be at similar levels as those recorded in last year's survey.

Public administrators were the least optimistic sector this quarter, with more bureaus and agencies expecting staff reductions than staff additions.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	60	20	20	0
Construction	27	56	15	2
Manufacturing—Durable Goods	35	49	14	2
Manufacturing—Non-durable Goods	25	66	6	3
Transportation & Public Utilities	23	63	12	2
Wholesale & Retail Trade	23	67	7	3
Finance, Insurance & Real Estate	13	74	8	5
Education—Public & Private	18	57	22	3
Service	27	65	6	2
Public Administration	14	56	17	13
All Industries	25	61	11	3

Note: These figures are not adjusted for seasonal variations.

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The Survey results reflect the intentions of the sample of employers interviewed. Some of these intentions may change unexpectedly upon the conclusion of the survey.

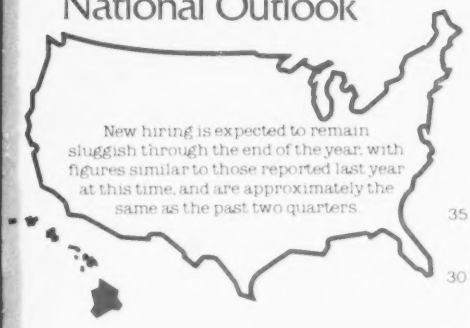
Manpower, Inc. Employment Outlook Survey

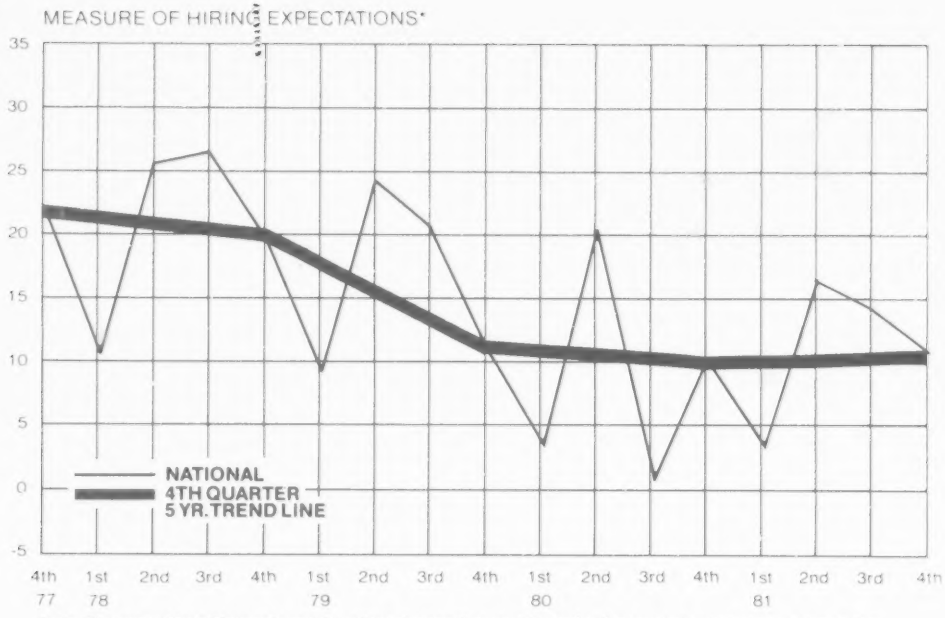
Fourth Quarter
October, November, December
1981

New hiring is expected to remain sluggish through the end of the year, with figures similar to those reported last year at this time, and are approximately the same as the past two quarters.

Predicted Hiring Above National Average
Predicted Hiring Below National Average
Predicted Hiring Below National Average
Predicted Hiring Above National Average

National Outlook


New hiring is expected to remain sluggish through the end of the year, with figures similar to those reported last year at this time, and are approximately the same as the past two quarters.



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

*The Measure of Hiring Expectations is the difference between the percentage of employers predicting staff increases and those planning to decrease hiring activity.

Employers nationwide predict hiring activity to remain sluggish through the end of the year. Survey figures for the fourth quarter of 1981 are similar to those reported one year ago and are approximately the same as survey results of the past two quarters.

While the key industrial sectors, durable and non-durable goods manufacturing, report hiring expectations which are slightly more optimistic than those reported in fourth quarters of the past two years, the figures lag behind those of earlier quarters in 1981.

The figures indicate a continued slow recovery from last year's dip in hiring activity. The current outlook can be described as "spongy," with hiring strength limited to sectors anticipating seasonal increases. Most employers remain cautious in the face of elevated interest rates and economic uncertainty.

The wholesale/retail trade sector reports an anticipated seasonal rise in hiring activity during the fourth quarter, with survey results the most optimistic since the last quarter of 1978.

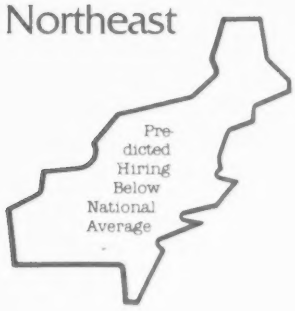
Employers in the service sector predict a seasonal drop in hiring expectations which is slightly larger than in previous years. Construction employers were the least optimistic of all employment sectors, with slightly more firms expecting to reduce than to increase staff levels. The finance, insurance and real estate sector reports a very slight improvement in hiring activity over last quarter, but figures still lag behind those reported for all other fourth quarters since 1976. Transportation and public utility employers predict slow hiring activity, with survey figures lagging behind those recorded in all quarters since 1976. Educators report a sharp improvement in hiring intentions and public administrators continue to predict sluggish hiring activity.

Regionally, Southern employers report the strongest employment outlook, with Western employers predicting a similar optimistic outlook. Midwestern employers predict a generally stable employment outlook, while the Northeast continues its downward trend in hiring activity.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	33	61	4	2
Construction	18	58	20	4
Manufacturing—Durable Goods	24	60	13	3
Manufacturing—Non-durable Goods	19	68	10	3
Transportation & Public Utilities	18	65	14	3
Wholesale & Retail Trade	32	57	8	3
Finance, Insurance & Real Estate	19	68	9	4
Education—Public & Private	24	60	13	3
Services	22	65	9	4
Public Administration	12	65	18	5
All Industries	23	62	12	3

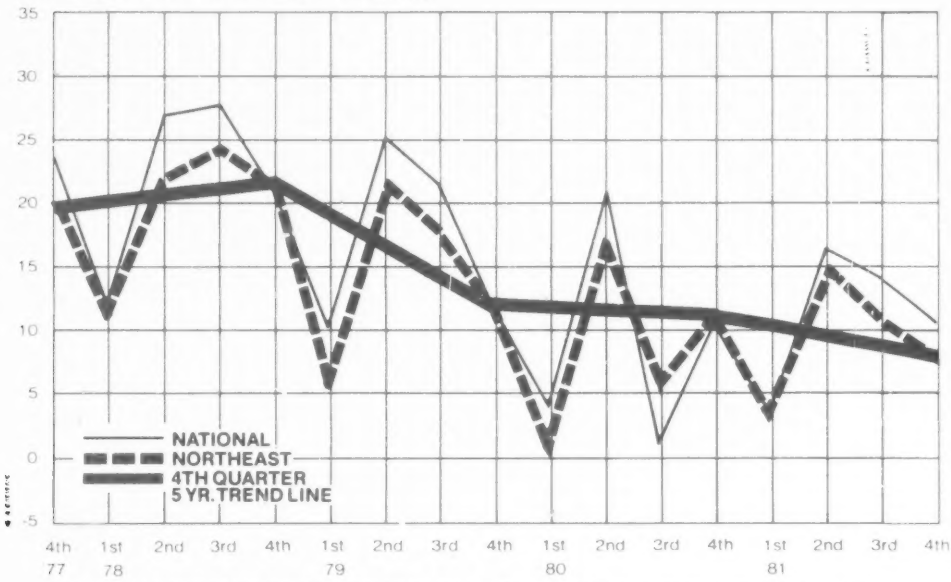
Note: These figures are not adjusted for seasonal variations.

Northeast



Connecticut
Maine
Massachusetts
New Hampshire
New Jersey
New York
Pennsylvania
Rhode Island
Vermont

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

The Northeast continues its downward trend in hiring activity, but remains slightly ahead of survey figures reported by Midwestern employers. For the fourth quarter slightly fewer Northeastern employers plan to hire additional workers than last year at this time. Current survey figures for this region are the lowest recorded for a fourth quarter since the survey began in 1976, but they are ahead of those recorded in the first quarter of 1981.

Manufacturers of both durable and non-durable goods report hiring activity which is slightly ahead of figures recorded for the fourth quarter last year, but which lag behind those of this same quarter in 1979.

An anticipated seasonal drop in employment in the construction industry is reported, with slightly more firms expecting reductions in work force than those planning additions. Figures for the fourth quarter are similar to or slightly ahead of other fourth quarters since 1978 when the number of firms planning to increase or decrease staff size were approximately the same.

The wholesale/retail trade sector predicts an anticipated seasonal rise in hiring activity for the fourth quarter. Figures are similar to those reported last year at this time and are a slight improvement over fourth quarter results of 1979.

Transportation and public utility employers predict hiring activity which is slow paced. Approximately the same number of employers plan to hire as expect reductions in staff. One year ago, this sector reported results which were significantly stronger.

White collar employers predict a hiring activity to be sluggish for the fourth quarter. Service employers report a sharp drop in hiring opportunities, with results at their lowest for fourth quarters since the survey began in 1976. The finance, insurance and real estate sector also reports a sharp drop in hiring activity, with figures lagging far behind those reported one year ago.

Public administrators were the least optimistic sector in the Northeast, with three times as many employers expecting to reduce staff size than planning to hire workers during the fourth quarter. Figures reported by this sector one year ago were far more optimistic.

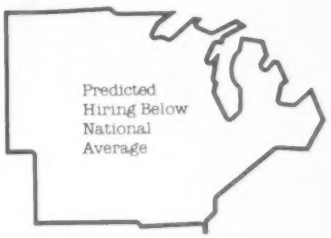
Educators predict a slump in hiring activity for the end of the year, with nearly the same number of employers planning to add staff as expecting to reduce staff. Figures for all other fourth quarters since 1976 were significantly more optimistic.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining*				
Construction	15	64	17	4
Manufacturing—Durable Goods	20	67	11	2
Manufacturing—Non-durable Goods	17	72	7	4
Transportation & Public Utilities	15	68	14	3
Wholesale & Retail Trade	30	56	9	5
Finance, Insurance & Real Estate	17	66	13	4
Education—Public & Private	15	68	14	3
Services	17	65	13	5
Public Administration	7	69	21	3
All Industries	19	66	11	4

Note: These figures are not adjusted for seasonal variations.

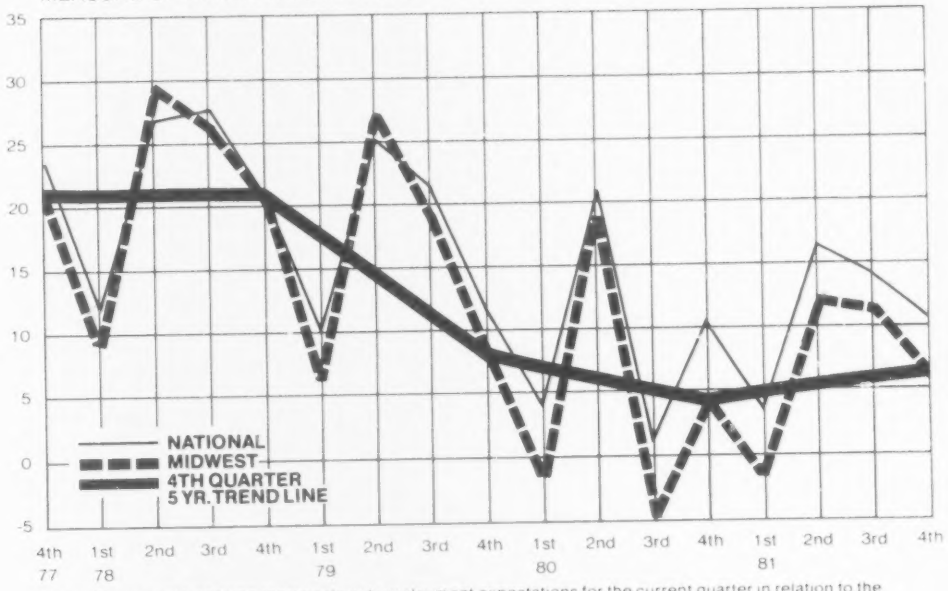
*The size of the mining industry's responding sample does not permit a hiring trend forecast.

Midwest



Illinois
Indiana
Iowa
Kansas
Michigan
Minnesota
Missouri
Nebraska
North Dakota
Ohio
South Dakota
Wisconsin

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

Midwestern employers predict hiring activity to be slow-paced during the fourth quarter of 1981, with hiring activity reported at levels slightly below those of the pre-recession period.

Manufacturers of both durable and non-durable goods predict hiring activity to be slightly improved over all fourth quarters since 1978.

Construction employers report an anticipated seasonal drop in hiring intentions, with figures which are similar to those reported last year at this time. Fourth quarter figures of 1981 are ahead of those reported for this same quarter in 1979, but lag behind those of fourth quarter 1978 when the same number of firms reported plans to increase the work force as expected to reduce staff.

A slight anticipated seasonal rise in hiring activity is reported by the wholesale/retail trade sector, with 1981 figures similar to those reported last year at this time.

Transportation and public utility employers expect hiring activity to be slow paced, with slightly more firms expecting to reduce staff size as planning to increase staff levels. This quarter's results are similar to those of one year ago and are not as optimistic as those reported in the fourth quarter of 1979.

Service employers predict a slight drop in hiring activity when current figures are compared to those reported for other quarters of 1981. Hiring intentions are similar to those recorded one year ago at this time.

Educators, too, expect a slight dip in hiring levels for the end of the year, with nearly the same number of employers planning to increase staff size as expecting reductions. Hiring intentions for fourth quarters since the survey began in 1976 have never been as soft as this quarter. Figures are an improvement over last quarter's results, however.

Hiring activity is predicted to be soft in the finance, insurance and real estate sector with nearly the same number of employers planning to increase staff size as expecting to reduce staff. Current figures are the lowest recorded for fourth quarters since 1976.

Public administrators are the least optimistic of all sectors in the Midwest. More than three times as many employers expect to reduce staff levels as plan to increase staff size.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining*				
Construction	15	48	32	5
Manufacturing—Durable Goods	22	58	17	3
Manufacturing—Non-durable Goods	17	68	12	3
Transportation & Public Utilities	11	72	13	4
Wholesale & Retail Trade	29	57	11	3
Finance, Insurance & Real Estate	15	71	12	2
Education—Public & Private	19	61	17	3
Services	20	66	11	3
Public Administration	5	75	18	2
All Industries	20	63	14	3

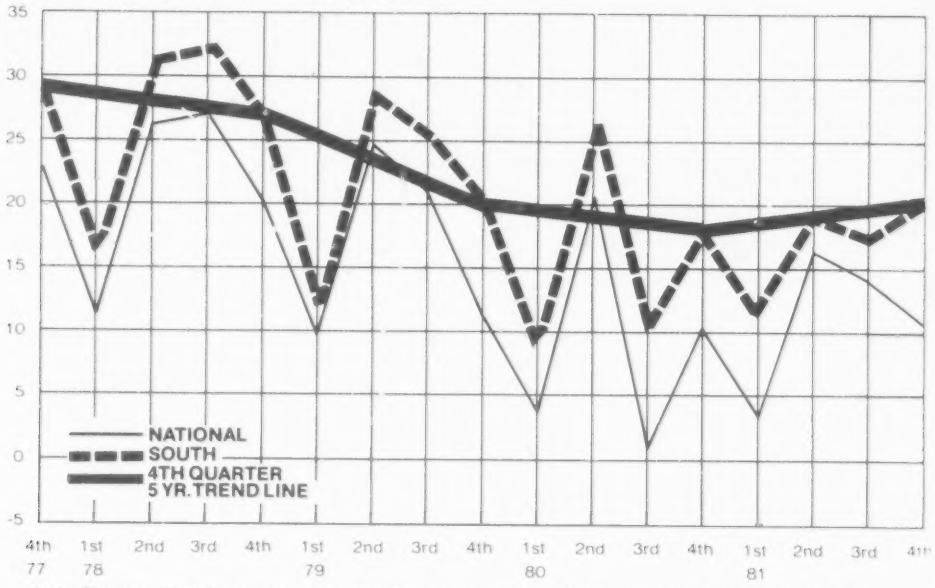
Note: These figures are not adjusted for seasonal variations.

*The size of the mining industry's responding sample does not permit a hiring trend forecast.

South

Alabama
Arkansas
Delaware
District of Columbia
Florida
Georgia
Kentucky
Louisiana
Maryland
Mississippi
North Carolina
Oklahoma
South Carolina
Tennessee
Texas
Virginia
West Virginia

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

Southern area employers are the most optimistic of any region, with survey results ahead of last quarter and last year at this same time.

Manufacturers of both durable and non-durable goods predict hiring activity to be ahead of last year at this time. Nearly three times as many manufacturers of durable goods plan to hire additional workers during the fourth quarter of 1981 as expect to reduce staff. For manufacturers of non-durable goods, nearly twice as many plan to add staff as expect to reduce the work force.

The wholesale/retail trade sector reports the strongest anticipated seasonal rise in hiring activity since the fourth quarter of 1978.

Construction employers predict an anticipated seasonal drop in hiring expectations for the end of the year, with figures similar to those reported one year ago at this time, but not as optimistic as those of fourth quarter 1979.

Hiring activity in the mining sector is expected to be soft, with the number of employers planning to increase their work force significantly lower than those with similar intentions one year ago.

Transportation and public utility employers predict a slight hiring slump for the end of the year when compared to survey results reported for other quarters of 1981. Current figures are similar to those reported one year ago, but lag behind those recorded for the fourth quarter of 1979.

Employers in the service sector predict a generally stable employment outlook, with figures lagging slightly behind those reported for other quarters in 1981 and last year at this time. Figures are slightly ahead of those recorded for the fourth quarter of 1979.

The finance, insurance and real estate sector predicts one of the strongest employment outlooks for this quarter, with five times as many employers planning to hire additional workers than to decrease staff size.

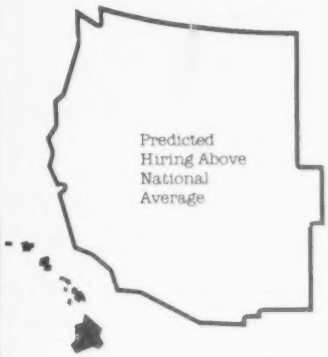
Hiring activity by public administrators has slowed. Nearly the same number of employers plan to increase staff as expect reductions. Figures lag behind those reported one year ago at this time.

Educators predict an anticipated seasonal sharp rise in hiring activity for the fourth quarter of 1981 with four times as many employers planning to increase staff size as expecting reductions. Figures for this quarter are far ahead of last year at this time.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	35	59	3	3
Construction	23	58	14	5
Manufacturing—Durable Goods	30	55	11	4
Manufacturing—Non-durable Goods	19	68	10	3
Transportation & Public Utilities	24	62	11	3
Wholesale & Retail Trade	38	53	7	2
Finance, Insurance & Real Estate	28	62	5	5
Education—Public & Private	36	51	9	4
Services	28	61	8	3
Public Administration	16	64	14	6
All Industries	29	59	9	3

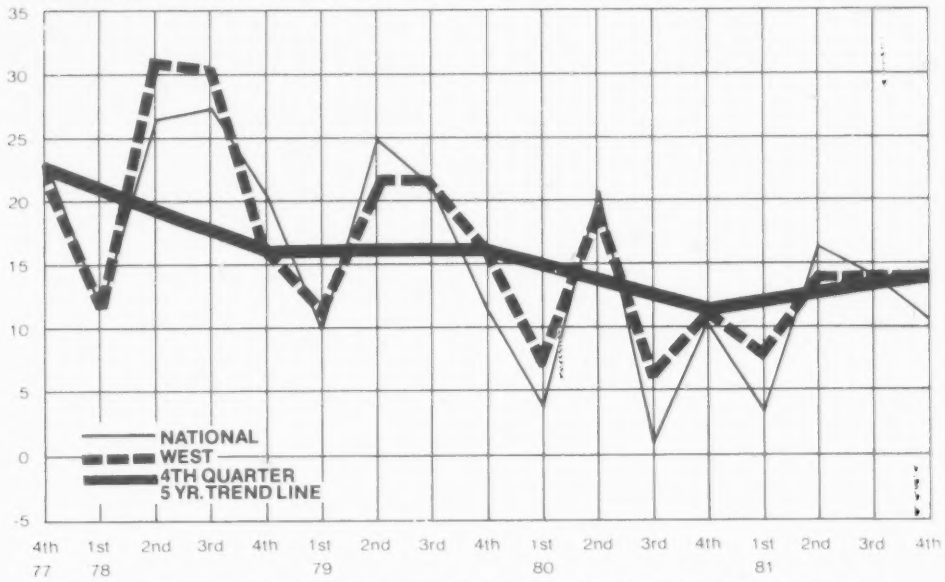
Note: These figures are not adjusted for seasonal variations.

West



Arizona
California
Colorado
Hawaii
Idaho
Montana
Nevada
New Mexico
Oregon
Utah
Washington
Wyoming

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

Western employers report a strong employment outlook, but are not quite as optimistic as Southern employers.

Manufacturers of both durable and non-durable goods manufacturers the stronger of the two. Nearly three times as many durable goods manufacturers plan to increase their work force as expect to reduce staff. Figures are ahead of last year at this time and similar to those reported for other quarters in 1981.

More than twice as many manufacturers of non-durable goods plan to hire staff as expect to reduce it for the fourth quarter of 1981. Figures are a significant improvement over last year at this time when an equal number of firms planned to increase as expected to reduce staff. Hiring intentions for this sector are, however, slightly better than last quarter.

Construction employers predict hiring activity to be soft during the fourth quarter, with slightly more employers reporting plans to reduce staff levels as to increase staff size. Figures are not as strong as those recorded one year ago or for any other quarter in 1981.

Service sector hiring is predicted to be generally stable, with figures similar to last year at this time, but the number of employers planning to reduce staff size during 1981 has risen.

Hiring by finance, insurance and real estate employers is expected to be soft, with the number of employers planning to hire additional staff during the fourth quarter of 1981 significantly fewer than those with similar intentions one year ago.

The wholesale/retail trade sector reports an anticipated seasonal rise in hiring activity, with figures slightly ahead of last year at this time. Hiring intentions are similar to those recorded for the fourth quarter of 1978 and 1979, but significantly below those for the fourth quarter of 1977.

Transportation and public utility employers predict hiring activities to be generally stable, with figures similar to those reported one year ago, but slightly behind those of other quarters in 1981.

Educators predict an anticipated rise in hiring activity for the end of the year, with figures ahead of those reported one year ago, but not as optimistic as those of the fourth quarter 1979.

Public administrators expect a drop in hiring activity, with more than twice as many employers expecting staff reductions as staff additions during the fourth quarter of 1981. This quarter's figures are significantly below those of all other fourth quarters since the beginning of the survey in 1976.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	38	54	8	0
Construction	15	66	16	3
Manufacturing—Durable Goods	30	54	11	5
Manufacturing—Non-durable Goods	21	68	8	3
Transportation & Public Utilities	25	59	15	1
Wholesale & Retail Trade	35	53	9	3
Finance, Insurance & Real Estate	15	77	5	3
Education—Public & Private	28	54	16	2
Services	21	67	9	3
Public Administration	10	58	23	9
All Industries	24	62	10	4

Note: These figures are not adjusted for seasonal variations.

MANPOWER
TEMPORARY SERVICES
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5301 N. Ironwood Road, Milwaukee, WI 53201

The quarterly Employment Outlook Survey is conducted as a public service of Manpower, Inc. The survey was designed and is administered by Manpower's International Research Department, utilizing a statistically representative sample of approximately 10,000 large public and private employers from among ten industrial sectors in 304 U.S. cities.

The Survey is a measurement of employment plans for the permanent workforce and is based upon telephone interviews conducted with the survey sample immediately prior to the conclusion of the preceding calendar quarter.

The Survey results reflect the intentions of the sample of employers interviewed. Some of these intentions may change unexpectedly upon the conclusion of the survey.